

State

The Newsletter

United States Department of State

July 1986



***Foreign Service National Employees:
The Regional "Champions" with Secretary Shultz***



THE COVER—From left: *Wilhelm Reif*, Bonn; *Ali Khairy Abdel Hamid*, Cairo; *Gilda de Fabrega*, Panama; *Secretary Shultz*; *Vassilios Simatos*, Addis Ababa; *Chinda Komolviplat*, Bangkok. Story on Page 20. (Photo by *Ann Thomas*)

**Letters to the Editor****More on promotion panels**

WASHINGTON

DEAR SIR:

I read, with interest, Mr. Malott's article on promotion panels (April issue). I do differ, however, with a couple of his statements made in the paragraphs on "Puffery" and "More inflation."

I agree that many EERs (employee evaluation reports) are highly rated, and that there is a tendency for a rating officer to give equal ratings to all his/her subordinates. However, this is not always the case. It is up to the promotion panel, in my opinion (and probably one of the goals in creating the panels), to identify which of the highly-rated EERs are puffery and which are justifiably high—though written by the same officer. The buck stops with the promotion panels, and his statement "... the rating officer, who wanted to help his subordinates, may have ended up hurting some who really might have merited promotion ..." does not hold true.

In the paragraph on "More inflation," I agree with his last statement of the article. I would add, however, that inflation is not only the result of rating officers being less than candid, but also a knowledge that other rating officers are being less than candid and a desire to get one's subordinate on that same level of competition—which can be eliminated by complete confidence in the promotion panel's ability to sift out objectivity from these inflated EERs.

One consideration is the formation of a core of professional promotion panels who specialize in separating the facts from the fiction. To this, add the normal complement of temporary panel members from the rated officers' cone—for clarification of the rated officers, accomplishments to the panel members not familiar with that cone.

In the final analysis, it is to management's own interest to ensure that

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Foreign Buildings Office

New deputy assistant secretary scores it both ways

Critics of the office are right, he says—but so are its defenders

RICHARD DERTADIAN was in a tight spot as he sat in a congressional hearing room on Capitol Hill the other day.

Talk about conflicting cues! The new deputy assistant secretary in charge of foreign buildings was sure getting them—and from his own State Department team, too.

Here, on one side of him, was the man from the Program Inspector General's Office, H. Byron Hollingsworth, frankly acknowledging to the congressmen that the record of the Foreign Buildings Office is deplorable.

And here, on the other side of him, was Mr. Dertadian's boss, Donald J. Bouchard, the assistant secretary for administration, blithely assuring the same congressmen at the same session that the Foreign Buildings Office is an organization with a "commitment to sound management."

Well, which is it?

"It's both," said Mr. Dertadian in an interview with STATE afterward. "I have no problem with what either witness said."

"You don't?"

"No, because the testimony of both was true. A: the inspector general was right—no question about it—as to the costly, inept job we had been doing at some locations. I mean the ambassador's residence in Cairo and the four senior officers residences in New Delhi, to use some of the examples he cited. But also, B: Mr. Bouchard was right when he said we've come a long way since those findings in June of 1984. The findings related to projects that existed in the late '70s and early '80s."

"Well, what about today?"

"I think we've really begun to turn things around. There's been a major reorganization and reorientation at the Foreign Buildings Office. We've been transforming it from an operational agency into a management agency, in answer to the criticism. And we're going out to the private sector to tap the

extensive program management skills that are available there."

Who's nervous?

If there was tension then in the congressional hearing room, there was no sign of it now in Mr. Dertadian's office in Rosslyn, Va. The Foreign Service officer, who had come to this hot spot via tours as the administrative



Richard Dertadian (Photo by Ann Thomas)

counselor in Islamabad, in the Bureau of Personnel, then at the Senior Seminar, was cheerful and expansive as the reporter questioned him.

"No, there's no reason for me to be defensive," he said.

"Why not?"

"Because that's not the attitude that prevails around here. In fact, that's what impressed me when I took this job."

"What I understand you to be saying," the reporter said to him, "is that you walked into a situation where the State Department's own inspector general, in what must be a rare thing around here, publicly and severely criticized your operation to outsiders. And you're happy about it?"

"Well, let me trace back with my feelings about this," Mr. Dertadian replied. "I took this assignment a year ago June, and by that time the inspector

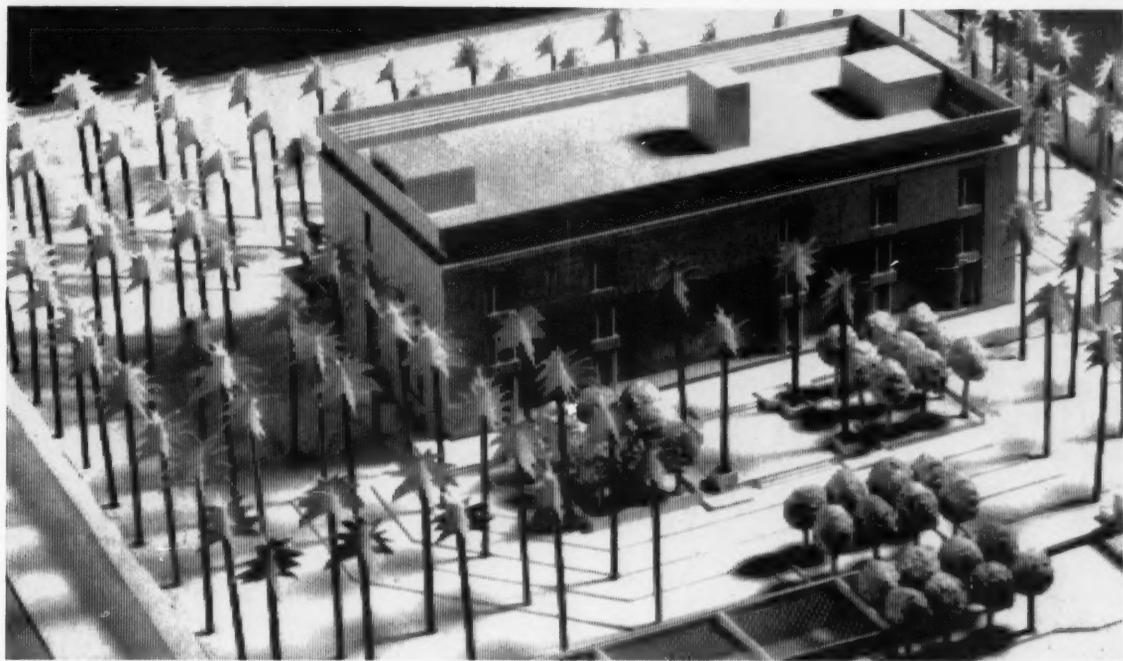
general had made his report internally and corrective action had already been begun by my predecessor, Harvey Buffalo, who inherited the problems before I did. I went to look at the IG report myself. It was tough; it concluded with 20 recommendations after criticizing us, essentially, for poor contract and construction management on a systematic basis.

"Naturally, I was curious about how my own people were regarding this. So, immediately upon my arrival, I convened a staff meeting and I said I'd found the report informative, complete and critical, and I'd like your reaction. And I was surprised at what the staff told me. They said the IG report was relevant, so far as they were concerned. They said they agreed with it and that we needed some major changes.

"Frankly, I hadn't expected that, and I was gratified. We ended up agreeing formally with all 20 of the recommendations. Of the 20, 12 have been implemented. The other eight will be. It happens that they're beyond our own capabilities, either already budgeted or projected, so we're going to look to the private sector for help on those eight. That's what I mean about the attitude around here not being defensive."

How's this for timing?

Mr. Dertadian acknowledged that the criticism had come at a particularly inopportune time. His office was just then asking Congress for a supplemental appropriation that would more than double its \$383 million budget for the current fiscal year, then triple it for the coming year. This is part of a five-year plan to implement the Inman panel recommendations that call for costly construction of new embassies, plus security enhancements at existing buildings. There is concern in Congress—"understandably," said Mr. Dertadian—about throwing good money after bad, even



though no one disputes the need to strengthen security for the Foreign Service.

"I looked at the five-year plan," he said. "It projected 1,600 additional positions, topping the 161 we already have in the Foreign Buildings Office. That's what we would have needed if we were going to tackle this program all by ourselves, in-house. And not just people—we'd need particular people with whole new sets of skills, which we don't now have in the Department. Obviously, we weren't going to get 1,600 people or be able to recruit those skills. So there was only one way to go—to the private sector, where those skills and resources do exist. That in turn means that the Foreign Buildings Office now has to transform itself from an operational organization to one that concentrates on managing—managing to stay within projected costs, to keep

on schedule and to see to it that the private-sector program managers are doing what we're paying them to do. But even with this changing role for us, the program we're undertaking is so large, with such pressing time requirements, that we're going to need new staff. So we're asking Congress for 177 new positions, to strengthen us in our management mode."

New coordinating role

One example of this enhanced management mission for his office, Mr. Dertadian said, is a recent order by Under Secretary Ronald I. Spiers designating the Foreign Buildings Office as the coordinator of *all* construction work in State buildings overseas. This arrangement is being tried in Mexico City, El Salvador and Prague, among other places, for openers, and more posts will be added.

"I grant you," said the deputy assistant secretary, "that it seems elementary that we would be the coordinator, but I'll have to admit that this wasn't being done. Non-capital construction projects are programmed by various entities in the Department—the Bureau of Diplomatic Security, the Office of Communications, the regional bureaus and other offices. However, there was no organizational mechanism in the Department to coordinate the scheduling and implementation of projects at individual posts. As a result, there was little, if any, integration of design, construction and contracting, and little accountability if things went wrong.

"You've heard the same stories I have—that at a particular post they'd do some construction work for, say, fire safety, only to have it ripped out a few months later because the communications people would come in to make

some improvements in their sector. One wouldn't know what the other was doing, or had planned. We're going to try to make this a thing of the past. I think this new mandate for us as coordinators and program managers of all non-capital construction will accomplish this."

Reasons for optimism

Mr. Dertadian cited these factors as accounting for his optimism with respect to the inspector general's report:

- **BUDGETING.** There is legislation that has armed State with a capability to cut in half the average of seven years that it often took to design and build a project, from the time of conception to completion. The seven years is an estimate given to Congress by Assistant Secretary Bouchard. The new legislation makes it possible to fund design and construction at the same time. Earlier, State had to wait for the first to be completed before funding could be requested for the second.

- **COMPUTERIZATION.** This is enabling State to track each construction project at every step along a so-called "critical path." And a program manager is being assigned in Washington to each project, "to see to it," Mr. Dertadian said, "that we're holding to that path and that schedule, and to bring it to management's attention when we're not." He added: "This is enabling us to see where we are at any given time, and it should help to take us out of the crisis mode in responding as problems come up."

- **IMPROVED PERFORMANCE.** Of 13 projects funded under a fiscal year 1985 appropriation, the deputy assistant secretary said, tracking has shown that 10 are proceeding substantially on schedule and within their budget, keeping in mind that the budget has since been increased for security reasons. The projects are in Muscat, Amman, Doha, Mogadishu, Djibouti, Sanaa, Tegucigalpa, Dhaka, Lahore and Manama. Two other projects are being held up because of site discussions with the host governments, and the 13th has been delayed because

of a change in plans for the location of a Marine house.

- **ARCHITECTURAL SELECTION.** This process is being refined to ensure that firms seeking State Department commissions have the necessary background and experience to carry them out. One innovation in this area will be to advertise separately for architectural services for each project.

- **OUTSIDE MANAGEMENT SUPPORT.** An even more sophisticated computerization, beyond what State itself is capable of, is being sought in the private sector. "We're going to ask for a totally integrated program management system," Mr. Dertadian said, "from conceptualization of a project, through the risk analysis stage, site selection, design, contracting, construction and maintenance after completion. We want it structured so that no decision will be made in isolation, but strictly in relationship to the entire project."

- **THOROUGH REVIEW.** "That term I just used, risk analysis, is critical," Mr. Dertadian said. "We're going to look at the situation separately in each country and assess the risks in terms of the site, the soil conditions, the technical expertise that's available in the local workforce and contracting community, the availability of materials and the feasibility of importing them, the impact of local codes, utility capabilities and design strictures. Our aim is to have in advance the information needed to ensure that buildings designed for us are easily 'constructable' in their particular location. Furthermore, we're going to incorporate an intensive value engineering program for each project, which means that we'll be asking ourselves whether or not we can meet our functional, security and quality standards with different materials, equipment or construction methodologies, and whether we can save time or money with an alternate approach. I can assure you that we intend to conduct these reviews systematically and very extensively."

- **INTEGRATED DECISION-MAKING.** Mr. Dertadian said: "Any-

one in the field who has been involved with a major Department construction project knows that the quality and timing of decision-making within the Foreign Buildings Office, and between that office and Diplomatic Security and the Office of Communications, is the most visible determinant of the ultimate success of the project. We're addressing that issue by reorganizing the Foreign Buildings staff into project teams composed of architects, engineers, contracting and operations specialists, and security and communications officers. These teams will have first-line decision-making authority, with authority to draw on the resources and expertise of their respective offices."

Bottom-line questions

The reporter had saved two questions for last: How could Mr. Dertadian be sure that the private sector would perform as expected? How could he be sure that State itself would in fact do better?

"As to the private sector," the deputy assistant secretary replied, "it's in their interest. This is a very large, very visible program for the country. They can't afford to blow it, any more than we can. It's too big. It's not only reputations that are on the line here, but the security of our people and facilities overseas."

"As to State, I'm confident because we have some excellent people, including many that were brought in just recently by my predecessor. We have a much better in-house capability now, and we're reorganizing the office so that this talent is going to be better channeled. I said on Capitol Hill that I think we here at State are going to have the most successful construction program that any Government agency has had so far, and I believe this."

"Were you apprehensive when you said it?" Mr. Dertadian was asked.

"No," he smiled. "I knew we had to establish our credibility up there because there's been some legitimate concern about it. I think we'll do all right."

—SANFORD WATZMAN ■

New chancery is dedicated at Riyadh, Saudi Arabia

Vice President Bush has dedicated the new U.S. chancery in Riyadh, Saudi Arabia. The building is on a six-acre site, comprising 205,000 square feet of office building, Marine quarters, warehouse and maintenance shops, recreation area and commissary and a formal garden almost one acre in area. The focal point is a large open-air trellised courtyard containing a central fountain and large palm trees. An "oasis feeling" is continued in the main lobby, dominated by a glass-walled waterfall and a giant handcarved Great Seal of the United States. Almost 24,000 plants were used in landscaping the site.

Under the direction of Foreign Buildings Office project manager Tom Farley, the project was substantially completed in less than 24 months (more than three ahead of schedule), at a cost of \$22.5 million. The carnellian granite floors, fountains and columns, as well as the Great Seal in the lobby, were crafted in Chicago. The exterior of the building is covered in architectural bush-hammered concrete, which resembles the traditional mud and straw building material of the Arabian peninsula. The massive main beams and trellis members spanning the entrance



Aerial view of the six-acre U.S. chancery in Riyadh.

courtyard weigh approximately 2.5 million pounds—equivalent in weight to five Boeing 747 passenger airplanes. There are more than 1.7 acres of carpeting, 14 miles of pipes, 106 miles of cable and wiring and 2,900 lighting fixtures in the building.

Although Riyadh has long been the official capital of Saudi Arabia, the U.S. embassy, the Saudi ministry of foreign affairs and other diplomatic missions were in Jeddah on the west

coast. In the early 1980s, however, the Saudi government decided to move the foreign ministry and all diplomatic missions to Riyadh on a permanent basis. The diplomatic quarter was established, and the United States broke ground for its new building in early 1984.

The new diplomatic quarter is a unique three square mile site on the northwest outskirts of the city. When completed, it will form an integral part of Riyadh rather than a separate enclave. It is expected to accommodate a population of up to 25,000 inhabitants including 120 embassies with their staff and families, international and regional organizations, other service activities and general residential areas. It contains schools, mosques, clubs, community and cultural centers, a library, fire station and medical center. The plan for the quarter emphasizes open areas and extensive landscaping. There are four main plazas, 12 small gardens and playgrounds scattered throughout both the public and residential areas. Over 600,000 plants have been utilized in landscaping.

There were no cost overruns. The building was designed to reflect "the Front view of the chancery in Riyadh, showing central courtyard, fountain and anti-vehicular arrest barricades.



Opening the pre-screening pavilion, left to right: general services officer *Len Porter*, Ambassador *Geoffrey Swaebe*, regional security officer *Tony Walters*, housing officer *Fred Smith*.

dignity of the United States," the embassy reported, and an understanding of the environment of the host country, while containing the latest in enhanced security technology. □

New security construction is completed in Brussels

Procurement had to lay in a triple supply of red ribbon when the Brussels embassy recently completed three construction projects at once. Ambassador Geoffrey Swaebe wielded the ceremonial scissors to mark the openings of a renovated consular section and two new pre-screening security pavilions, in front of the chancery and joint administrative services holdings.

Brussels is one of the first embassies in the area to complete what regional security officer Tony Walters calls "the model for the future in screening systems." Pavilions were constructed in front of, but entirely separated from, the two main embassy buildings (located in a busy downtown section of Brussels), so that thorough security checks take place before visitors actually enter the building.

The design of the pavilions appears more imposing than forbidding—the visitor looks through a series of glass doors to the main entrance—but the system has built-in double checks and what Mr. Walters calls "an excellent traffic flow pattern." Inside the pavilion, a guard admits each visitor into a glassed-in screening cubicle, and all hand baggage, packages and envelopes are inspected by hand and with a metal-detection wand. The visitor then passes through a walk-through metal detector before exiting via an airlock-type door which can't be opened if the cubicle's entrance door isn't shut.

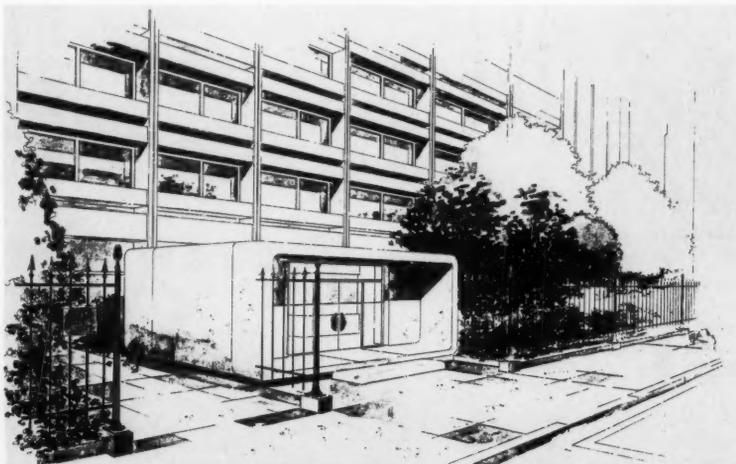
The pre-screening security pavilion in front of the joint administrative services building in Brussels.



The public-access control system continues inside the building, where a Marine guard checks credentials and directs visitors to the appropriate sector or service, again through doors controlled from inside a security booth. Both the pre-screening pavilions and the public-access control booths for the Marine guards were built as part of the Department's worldwide perimeter security enhancement program, designed

to improve protection for U.S. Government employees abroad.

The renovation of the consular section began with security considerations as well, when a visiting consular assistance team recommended improvements. But the security upgrade—which included installation of steel-reinforced concrete and antiballistics glass to separate the staff from the customers—also gave an opportunity





Consular section staff members in Brussels reap the benefits of their own design suggestions. Left to right: *Raymonde Versali*, vice consul *Paul Berg*, *Josée Vanherck*, *Françoise Cheval*, consul *Mildred Patterson*, *Oscar Hilderson*, *Heidy De Rijke*, *Inge Reviere*, *Relindis Joosten*.

for much-needed improvements in office facilities and the visitors' waiting area. "Let's face it, we were pretty dowdy and dumpy before," says consul *Mildred Patterson*. "For many Belgians, the consular waiting room is their only contact with the United States. Now at least we can make their waiting time more pleasant."

Lack of adequate space and light were both problems, and an architect from the Department drew up plans which removed a bulky circular staircase and reoriented the floor plan. Now both the waiting area and the service windows are ranged along a glass wall, bringing in exterior light. The result is "both brighter and more businesslike," says Ms. Patterson, "and we now have enough service windows for the whole staff, so that consular officers don't have to line up to get a turn with the

clients."

Consular staff members were consulted about their needs throughout the project. The glass selected for the

service windows was designed to allow excellent voice transmission, so clerks wouldn't have to shout their way through every transaction. General services officer *Len Porter* and housing officer *Fred Smith* ordered a wooden mockup of the service counters, and the design was tested and revised several times before final construction. The new extra-high counter surfaces and shelving allow staff members to work without stooping or hunching over.

Improved security, however, is being seen as the greatest asset for employees in Brussels. "In the old facility, a really aggressive visitor in the waiting room could make us feel very insecure," says Ms. Patterson. Now every visitor passes through the pre-screening pavilion and the public-access control system before entering the consular section.

—PHYLLIS TURNER ■



LAHORE, Pakistan—Consul general *Arnold Schifferdecker* breaks ground for a new office building. Mayor *Mian Shuja-ur-Rehman* (in cap) is with him. Others, from left: administrative officer *James McGee*, deputy principal officer *Robert Finn*, foreign buildings contracts officer *William Penny*.

Life in the Foreign Service—I

At Lisbon, the lithe look is in

'Por-key' looks great, but he's a pig

BY JEANNE ZWEIFEL

IF YOU'VE BEEN to Lisbon lately to see some of your friends in the U.S. embassy there, then you couldn't help but notice how they're standing taller and looking trimmer. You want to know why? It's because they've been coming to our Body Shop for repairs.

I know—you're going to ask the same question I got from our general services officer, Robert Burkette, when the first advertisement for the Body Shop appeared in our embassy newsletter, *Tejo Talk*. "How can there be a body shop here," he demanded, "that I don't know about and, second, how can it be in the health unit, of all places?"

The answer is simple. Our Body Shop is for human bodies, not vehicles. Its mission is to repair bodies you mistreat by poor eating habits. The superintendents of the shop are my husband, Dr. Sam Zweifel, who's the regional medical officer, and Julia Holmes, the health unit nurse, and I (I'm the mental health facilitator here, as well as the editor of *Tejo Talk*). We accepted nearly two dozen bodies for repairs. All were in need of major work.

We began with all persons by having them write their own work orders, as we call it. This embarked them on an eight-week program, with each member signing a contract to lose a certain amount of weight during that period. Some of those who came to us decided that the price of entrance was too high; they would postpone their body repairs to a later date. But 20 did sign work orders and began immediate repairs.

You win by losing

Among them was the man who became the winning loser—Ben Bensusan, a veteran Foreign Service national, who lost 26 pounds in the eight weeks. In the couples league, the winning losers were economics officer

James Roberts and his wife, Mary, a part-time nurse in the health unit, who lost 35 pounds (the two-person total). Sam and I came in second in that league, only a pound or so off the winning pace. A third couple, finishing with a score of about 18, consisted of military attache Mario Burdick and his

longer wanted to carry around. As we did this, Por-key's portrait in *Tejo Talk* grew larger and larger with each pound we shed and gave to him. After the first two weeks, Por-key weighed 100 pounds; after four weeks he weighed 190 pounds. Por-key looked great for a pig but, more important, we who were



Crusading editor: *Jeanne Zweifel*.

wife, Barbara, a secretary in the administrative section.

The first thing we did, once our group was formed, was to adopt Por-key the Pig as our group mascot. Por-key is not a real pig; he's a cartoon character in *Tejo Talk*. "Por" stands for Portugal, and "key" is the key to living here without looking like a pig. We decided that, in the newsletter, we would give Por-key all the pounds that we no



Winner of the No-Belly Prize: *Ben Bensusan*.

feeding him looked even better as people.

We're the leastest

We Body Shop members became the elite of the embassy. You didn't need to ask who the members were; you could see. It was we people who were standing tall, with good posture and a smile to brighten the halls. All this began to take on epidemic propor-

tions. Even people who weren't in the group began to watch their diets. The restaurants near the embassy soon learned that embassy people were not eating bread or butter with their lunches. Soda with lemon replaced beer or wine as a luncheon beverage. In fact, most members of the group started brown-bagging it. Salads and fruit became a favorite lunch, so that we'd have plenty of time for a brisk walk over the noon hour. An exercise group started working out three days a week in a room in the basement.

We met weekly to discuss our successes. We would weigh in sometime during the morning, before the noon meeting. If you think it a tense time when someone checks the numbers for a weekly lottery, you don't know what tense really is. The scale in the health unit became a major battlefield. It determined whether or not we had won the battle of the bulge during the week. If a stranger had happened in the area on a Thursday morning it would have been a perplexing thing to hear the shouts of joy or howls of dismay coming from the room that housed the scales.

Fun with food

One thing must be said for us. We were undoubtedly the most dedicated persons you could find. After the first week or two, when we were just deciding whether we could lose weight or not, we became determined people. Everyone in the group was successful. First we changed our eating habits. We began to eat more slowly and enjoy our food more. We kept a food diary, to be well aware of everything that we ate. We began watching how other people ate. We would look at the most slender person in the room and notice what was different in that person's eating pattern from our own. We became aware that it is the first few bites that taste the best; the ones that follow, follow simply by habit. We even learned to leave food on our plates. The food might go to waste, but not to our waist. Next we learned how to go to cocktail parties, receptions, dinners and restaurants



The body shop people included, from left: Luz Lemos, Carolyn Smith, Evonne de Ruiz, Ruth Brandao, James and Mary Roberts, Larry

Schroeder, Jenny Sousa Pinto, Regina Miskovitch, Bea Leibson, Dr. Sam Zweifel, Alice Hubler, Jeanne Zweifel, Ben Bensusan.



Winning couple: James and Mary Roberts.

without leaving the improved eating habits at home. The final bit of change, the one that we all vowed to ignore when the program started, and the one we all accepted as necessary when the pounds would refuse to budge, was that it is easier to lose weight if you add exercise to your daily program.

Many funny things happened as time progressed. As Por-key passed the 200 mark, we declared that we had now lost an entire person. One woman said that her husband couldn't help but compliment her for her improved derriere, as he was busy in the kitchen baking his own cake to take to the office to eat. Por-key finally weighed out at 259 pounds, after eight weeks.

The most important thing about the Body Shop was that there were no complaints from any of the members. Everyone was pleased with the results. Some decided to continue after eight weeks with renewed contracts. They meet monthly, but continue to weigh in weekly. The Body Shop is officially closed, but the repairs are a lasting reminder to everyone in the embassy of what a dedicated group can do for themselves when they put their minds to it. ■

Life in the Foreign Service—II

Sophie and her sisters (and brothers, too) were mere children
But, wow, what a backhand!

BY RICHARD M. SHERMAN

The author is now serving in the Bureau of Oceans and International Environmental and Scientific Affairs.

THE SAGA BEGAN innocently enough with a telex from a businessman in Florida. He asked the embassy at Yaounde, in Cameroon—the country just inside the West African bulge—to confirm that all was proceeding reasonably well within the bureaucracy there concerning his attempts to obtain an export license for seven gorillas he was buying, for resale to three zoos in the United States.

The embassy communications unit initially was at a loss as to whom to assign an issue of such significance to U.S. foreign policy, but it finally settled on yours truly as the appropriate “gorilla control officer,” or GCO as I



Playtime.



Yes?

came to be known. After all, I was the consular officer, and the gorillas might need passports or visas—right?

Meanwhile, back in Washington, the Department soon learned that the



The author: In control?

embassy had been approached by the businessman for assistance, and it fired off a cable advising us to proceed with considerable caution, saying that the proposed sale could generate some con-

trovery. At first I was blissfully unaware of why anyone would oppose a sale which would save these gorillas from almost certain death, if they remained in Cameroon. Because they

were tame, they could not be returned to the wild. They would simply emerge from the bush and head straight for civilization again. And they would not find hospitality among the villagers, to say the least. But I soon learned that the controversy feared by Washington was not so much over the sale itself but the price.

Pricing an ape

What would you pay for your basic young gorilla? I mean, think of the peace of mind a few "Beware of the Gorilla" signs around your property would provide. Consider being the first on your block to have an anti-guerilla gorilla. Be that as it may, it turned out

Dian Fossey in Rwanda, but they are still in need of strict conservation efforts.

As the export efforts seemed to be proceeding normally, a veterinarian from one of the zoos made arrangements to come to Cameroon to assess the condition of the gorillas. I accompanied him to where the gorillas were, in Sangmelima, a town about 120 miles southeast of Yaounde. With us were Fulbright professor Karen Dajani and her husband Taher.

Orphans

The gorillas were owned by a Frenchman who also ran a large general store in Sangmelima. He had at

names—specifically Liaka, N'diki, Sophie, Bebe France and Iris (females) and Francois and Keke (males).

By the time of our visit, they were 4 to 6 years old (gorillas don't reach full growth until around age 12, and can live to be as old as 50) and weighed 70 to 110 pounds. They spent most of their days in a large communal pen, and afternoons and nights napping and sleeping in cramped individual cages.

In fact, that last point indicates why by the time of our visit, Robert Roy, their keeper, was quite eager to conclude the sale; the gorillas were quickly outgrowing his facilities. Cameroon had recently signed a convention on international trade in endangered species, and Mr. Roy had found it difficult to get an export license for the gorillas. He finally succeeded only because he could show that he had acquired the gorillas prior to Cameroon's signing the convention. (Cameroon has established plans for a large gorilla reserve and rehabilitation center near Sangmelima. But since it is counting on international assistance for funding, the reserve is still some years in the future.)

Playmates

Anyway, the veterinarian found all the gorillas to be in excellent health. Thereupon, I entered the pen with them. I had been assured that there was little danger, since the gorillas were used to people. Moreover, it was just this sort of "romantic" activity, like visiting a pygmy village (which I also did, but that's another story) that had been one of the reasons for my joining the Foreign Service.

Professor Dajani and I found the gorillas to be very gentle, inquisitive and fastidious creatures. Soon they were riding on our shoulders and otherwise having a grand time with their newest playthings. They showed no fear or aggression toward us, but you could sense their immense power even at that age. We were told that a playful backhand could send us sprawling across the pen. We spent about 10 min-



Karen Dajani, proceeding with her study, incites reciprocity.

that the three zoos were prepared to pay this businessman \$475,000 for the gorillas (\$75,000 each for the five females and \$50,000 each for the two males)—a price which U.S. conservation groups felt, not without reason, might encourage others to go out and hunt gorillas to sell to zoos. Thus, while if the sale fell through these particular gorillas might be doomed, some conservationists felt this would be a better result for the species as a whole. The gorillas in Cameroon are lowland gorillas, not nearly as rare as the mountain gorillas made famous by the late

one time been one of the largest animal hunter/traders in central Africa but was now in his 60s and essentially retired from that occupation. He said he had received the gorillas as babies from villagers who had killed the parents, either out of fear or for food. (A local restaurant does serve gorilla meat.) The villagers knew that his wife in particular was a soft touch for any kind of baby. She took in all the baby gorillas, who were only 1 to 2 months old, slapped them into diapers for their first year of life, and raised them almost as her own children, even giving them

utes with them, then watched as they were taken to their sleeping cages for their afternoon naps. (I don't know if wild gorillas take afternoon naps, but Mrs. Roy certainly thought all well-brought-up young gorillas should take naps.)

U.S. says no

Meanwhile, back at the ranch, events were heating up in Washington. The zoos had to apply for an import permit from the U.S. Fish and Wildlife Service, which in turn had to publish the request and give interested parties time to comment. Needless to say, there was a great deal of commenting done, virtually all of it against the sale. The issue even made Jack Anderson's column. When all the smoke had cleared, the Wildlife Service denied the requests for import permits.

During the controversy, the Wildlife Service asked a noted U.S. naturalist, Stephen Gartlan, who was in Cameroon at the time helping to establish a rainforest reserve at Korup, to make his own assessment of the gorillas and to send in a report. Thus arose a second opportunity for me to visit the gorillas.

By now, the case had sparked considerable interest within the embassy community. Some 20 of us, including Ambassador Myles Frechette, deputy chief of mission William Milam and several persons from the British embassy joined Dr. Gartlan on the trip to Sangmelima. He, too, noted the gorillas' good health and concluded that an overseas sale was the only viable alternative for them. But he recommended against this sale because of the price. In any event, the outing to Sangmelima went well and everyone had a good time.

Bargain

Mr. Roy was now quite eager to find a new buyer. Through the convention secretariat in Switzerland he contacted the zoo in Arnhem, The Netherlands, which agreed to purchase the gorillas for \$31,000 for all seven, of which \$14,000 went to the govern-

ment of Cameroon for the export permits. The understanding is that the Arnhem zoo will return the gorillas to Cameroon at such time as the gorilla reserve is fully operational.

Perhaps you're thinking that Mr. Roy took quite the financial bath, since he was going to get nearly \$200,000 for his gorillas had the U.S. sale gone through, and his expenses of keeping the gorillas for as many as six years were considerably higher than the



\$17,000 he received from Arnhem? Well, not exactly. Soon after the gorillas left for Arnhem, I received a phone call from the Florida businessman, who felt he might have a problem of a contractual nature and wondered if the embassy could help. Seems on his visit to Cameroon when he had arranged the deal with Mr. Roy, he had given Mr. Roy a down payment on the gorillas, and now that the deal had fallen through, he wanted his money back.

I suggested this should be no problem, since the contract no doubt spelled out the conditions for returning the money. Ah . . . no, we didn't draft up a written contract. Oh, but you do have the canceled check showing the money you paid him. Well, no, I paid him in

cash. O.K., so you at least have the receipt for the cash you paid him. Um . . . no, I didn't get a receipt. And exactly how much of a down payment did you give Mr. Roy? Well, it was around \$120,000.

I contacted Mr. Roy, who confirmed he had the money. Needless to say his recollection was that he got to keep the money whether the deal went



through or not. I promised to send the businessman a list of Cameroonian lawyers and wished him luck.

Afterword

Thus ends the saga of the Cameroonian gorillas. I think it illustrates the adventure one still can find in the Foreign Service. But more importantly, it illustrates the often conflicting concerns in the area of wildlife conservation. As man continues to deplete the remaining areas of untouched natural habitat, especially in emerging nations which are trying to feed burgeoning populations, using traditional land-intensive agricultural methods, how to best balance the needs of man and of his fellow inhabitants on this planet will become of increasing focus and concern to science-related officers in the Foreign Service. ■

News Highlights

Spiers sees a State thinned out at top

A reduction in positions at top levels of the State Department command structure looms ahead as the Department continues to plan for coping with the Gramm-Rudman-Hollings budget cut requirements, Under Secretary Ronald I. Spiers says. The management chief, in an interview with STATE, took care to speak generally. He did not identify any positions or offices that the planners might have in mind, nor did he say when the cuts would come. But he made it plain that they would have to be phased in and that when they are, the Department, in his opinion, "will be better off."

The basis for the interview was a memo from Mr. Spiers to all assistant secretaries and office heads on budget policy for the fiscal year 1988, which does not begin until October 1 next year but preparation for which is starting now in the Office of the Comptroller. "Resources for 1988 will be extremely scarce—there will be *real and tough tradeoffs*," the memo says (emphasis in the original).

It continues: "Chiefs of mission have been engaged in a review of controllable costs to see where they could tighten up their posts' budgets. The savings they have identified are encouraging and should be incorporated into your budget where approved and appropriate. You should undertake a similar review of domestic overtime, travel, periodicals, conferences, contracts and consultants before determining your (1988) operating budget requirements."

Bureaus seen as out of step

Asked by the reporter from STATE whether he felt that the memo and the Gramm-Rudman-Hollings legislation are being seen by the Department bureaucracy as being "for real," Mr. Spiers replied that he senses a greater acceptance and sense of urgency on the part of the overseas missions than in the bureaus and offices in Washington, particularly, he added, some of the functional bureaus. "They should be taking it seriously because it certainly

is for real, and they're going to find out that it is," he said. "But in the meantime they're expecting a *deus ex machina* to appear at the last minute that will solve all their problems. Well, there won't be any *deus ex machina* this time. That's for sure. And there won't be the usual supplemental appropriation to bail them out. They can forget that; it's a thing of the past. All of us are going to have to learn right now to present a budget that's much leaner but that we're going to have to live within all year long. If we end up having to spend more on X, we're going to have to make up for it by taking it from Y. There won't be any other alternative."

As to the upper-level positions, Mr. Spiers asserted that not only Gramm-Rudman-Hollings but "just good management" would dictate that there ought to be fewer. Over the last few years, he explained, the Department has seen a proliferation of staffs on the seventh floor as well as growth in the number of bureaus, much of it mandated by Congress. "Each new bureau means another assistant secretary, more deputy assistant secretaries and more special assistants," he said. "And the administration, too, has wanted more deputy assistant secretaries. And the way it works out is that, when these noncareer appointees come in, they end up being not replacements but additional people."

Shift in decision-making

"The result of all this," Mr. Spiers continued, "is that decisions that used to be made down below are now booted upstairs. This is the reason why the Department would be better off with fewer people at the top. The desk officer and the office director would again come into their own, as they used to be, as persons with authority to decide day-by-day matters. There's been a general creep away from this, and it hasn't been good."

The budget hearings are scheduled to conclude this month. Staff recommendations and priority rankings will be submitted to Mr. Spiers next month

for his review and determination. By the end of the month, Mr. Spiers will have briefed the Secretary and, in September, the Secretary will transmit his proposal to the administration's Office of Management and Budget.

"The administration last year gave us a budget that took care of our needs," Mr. Spiers said. "But Congress appears certain to reject it. That's our problem, and we're going to have to try ourselves to find a solution." □

'Leaker' loses job; State employees are warned

Department employees at home and abroad have been warned against unauthorized disclosure of classified information, and that those found guilty will be disciplined and prosecuted. In a statement to the press on May 16, following the dismissal of a mid-level employee for making such disclosure to the news media, the Department spokesman said:

"We regret that because of this transgression the Department is losing an otherwise productive and trustworthy employee. But we believe that leaking of classified information is a serious breach of the discipline required of all public servants. It is essential that the public be informed concerning the activities of its government. However, we must also recognize that the national interest often requires that information concerning the national defense and foreign relations be protected against unauthorized disclosure. Officials who leak do not serve the larger national interest by disclosing information, but instead may well be undermining the process of making foreign policy and protecting our national defense.

"Leaks can betray confidences and embarrass other governments, making them less willing to confide in us. Leaks can undermine the confidentiality needed in the decision-making process to insure a full and candid airing of all points of view. Leaks can also threaten the security of our nation, or of friendly nations, or the safety of

individuals, or our sources of vital information. Because of the potentially serious consequences of unauthorized disclosure of classified information, the Department will continue to deal strictly with any of its employees who have made unauthorized disclosures of classified information."

Since 1980, four employees have resigned and another employee was dismissed as a result of internal investigations which revealed unauthorized disclosure of classified information to members of the press. During the same period, four other employees were disciplined for leaking classified information. The disciplines ranged from a reprimand to three weeks' suspension without pay. □

James D. Wilson, Joyce Banerjee to head forum

James D. Wilson Jr., AID's desk officer for Jordan, Oman, Lebanon and Syria, has been named chairman of the Secretary's Open Forum for 1986-87. Joyce Ann Smith Banerjee, a consular officer in the Bureau of Inter-American Affairs, will serve with him as vice chairwoman. Since both candidates were unopposed, there was no voting this year by forum members.

Mr. Wilson will succeed Norman C. LaBrie in the full-time position. Ms.



Mr. Wilson



Ms. Banerjee

Banerjee will work with him part-time and continue in her assignment in the inter-American bureau. She will succeed Gilbert J. Donahue, who is a full-time vice chairman.

Mr. Wilson, a native of Michigan, with degrees in political science and economics, has had 20 years of devel-

—(Continued on next page)

Deputy secretary's aide is 3rd-fastest typist



Cristy Valentine (Photo by Ann Thomas)

Cristy Valentine, personal assistant to Deputy Secretary John C. Whitehead, recently won a 30-inch trophy, \$1,000 and a Xerox Memorywriter typewriter as third-fastest typist in a national contest in Baltimore, which drew 23 regional finalists. She had won in 1985 and 1986 contests for the Washington area. Her speed was 110 net words a minute during the five-minute test.

A magna cum laude graduate of Brigham Young University, with a major in English, Ms. Valentine has served in the deputy secretary's office since 1982. She worked in the White House under Presidents Ford and Reagan, and on Capitol Hill with Congressman Dan Marriott (R.-Ut.) and Senator Jake Garn (R.-Ut.). Provo, Ut. is her hometown.

She speaks Spanish fluently and plays the piano, mostly classical pieces. □

Your best defense: Feel tough, act tough, be tough

Police Lieutenant Jim Bullard of Memphis, Tenn., presented a "Self-Protection Program" to men and women, June 9 and 16, in the Department. He demonstrated simple self-defense techniques, stressing the importance of adopting "a confident and aggressive attitude."

"Let an attacker feel your anger," he said. "Don't inflict minor pain just by kicking, scratching or punching. If you cause him minor pain, he'll cause you major pain."

The policeman suggested, instead, bolder behavior by a potential victim. "If an attacker grabs you around the upper arm or wrist," he said, "don't contest his strength; go for his weakness. In this case, his thumb is his weakness. Flick your arm back against his thumb, and he'll be forced to let go. If he grabs you at the shoulder, circle your arm back to break the grip."

"If an attacker puts his hands around your neck, strike him directly in the windpipe with your fingers, ex-

tended out straight. His ears are vulnerable, too. Smack both his ears with your two fully-stretched palms.

"If an attacker comes into your bedroom or approaches you in a secluded area, don't say a word. Don't scream or move, or kick or punch. Let him get close, then push your thumbs into his eyes."

He suggested using as weapons a ballpoint pen, to jam into an attacker's Adam's apple, and car keys, which could be used to slash an assailant's eyes.

"But no self-defense technique will work if you don't have the right attitude," he said. "Take offense when offended, and start with the attitude: 'I'm not going to be a victim. No lowlife is going to ruin my day'."

The one-hour lunchtime program was sponsored by the Office of Equal Employment Opportunity and Civil Rights, and AID's Office of Equal Opportunity Programs.

—DONNA GIGLIOTTI □

INTERNATIONAL ORGANIZATION AFFAIRS—Admiral *J.S. Gracey*, commandant of the Coast Guard, presents Distinguished Public Service medal to *David Schiele* for his work at the International Maritime Organization relative to the Achille Lauro incident.



—(Continued from previous page)

opmental experience, including four years in the development studies program as a faculty member, deputy director and director. He has held assignments as a program officer in Haiti, and as an international relations officer responsible for Cameroon, Chad, Gabon and Central African Republic affairs. He also was a program analyst for East Africa projects. He is a former photographer-reporter for local and college newspapers and has had extensive training in public speaking, negotiation and management. He is a former board member of the American Foreign Service Association.

Ms. Banerjee, a native of Tennessee, is a former high school English teacher and social worker. A Foreign Service officer since 1970, she

has served in Caracas, Mexico City, Bombay, Havana and Panama. She also was personnel assignments officer, Office of Foreign Service Career Development and Assignments, for the inter-American area, and training officer in the "Congen Rosslyn" consular program, Foreign Service Institute. □

Maritime safety panel to meet

The working group on standards of training and watchkeeping of the Subcommittee on Safety of Life at Sea will conduct an open meeting on July 23 at 10 a.m. in Room 6317 at Coast Guard headquarters. The purpose will be a review of agenda items for the 19th session of the International Maritime Organization: Subcommittee on Standards of Training and Watchkeeping, scheduled for September 29–October 3.

Members of the public may attend up to the seating capacity of the room. For information, contact John J. Hartke, telephone (202) 426-2985. □

Beirut guards abducted

Five Lebanese guards employed by the American embassy in Beirut were kidnapped while on their way to work on May 20. They were held for about eight hours by unidentified gunmen, then released. □

Jakarta: embassy attacked

Two homemade rockets were fired at the U.S. embassy in Jakarta on May 14. There were no injuries. On the same day, a rocket was fired at the Japanese embassy there and a car bomb exploded outside the Canadian mission. ■



DIPLOMATIC SECURITY—People from State who participated in the Law Enforcement Torch Run, a Special Olympics event, included, front, from left: *Tommy Thompson, Anne Spees, Diane DeVivo, David C. Fields,*

Tom Borisch, Daniel Garner, Mark Sanna, John Weis. Rear: *Sidney Telford, Mary Bryson, Karen Childress, David Holt, Michael Wyatt, Hal Countryman, Dan Herman, John Kearney, Alan Gowing.*

Appointments

Jonathan Moore is eyed for refugee coordinator

President Reagan has announced his intention to nominate Jonathan Moore, director of the Institute of Politics at Harvard's John F. Kennedy



Mr. Moore

School of Government, as ambassador-at-large and coordinator for refugee affairs. He would succeed H. Eugene Douglas. Mr. Moore began his Government service in 1957 as a public affairs assistant with USIA in Bombay. He later held the same position in Monrovia, until 1959. He was political-military officer, Office of International Security Affairs, 1961-63; special assistant to the deputy assistant secretary and to the assistant secretary of defense for international security affairs, 1963-64; and special assistant to the assistant secretary for Far Eastern affairs, State, 1964-66. From June to August 1966 he was director of the bureau's Office of Public Affairs. He was executive assistant to the under secretary, January to September 1969.

Mr. Moore later held assignments as deputy assistant secretary for East Asian and Pacific affairs, 1969-70; counselor to the Department of Health, Education and Welfare, 1970-73; and special assistant to the secretary and deputy secretary of defense, January to May 1973. From June to November 1973 he was associate attorney general, Department of Justice.

In recent years Mr. Moore has served on the advisory committee, National Institute of Law Enforcement and Criminal Justice, 1974-76; as consultant, President's Committee on the Accident at Three-Mile Island, 1979; as a member of the Secretary of Health, Education and Welfare's ad hoc group on the future strategy of the Department of Health and Human Services, 1980; as a member of the Cape Cod National Seashore Advisory Commission, 1982-85;

and as a member of the Secretary of State's Panel on Indochinese Refugees, 1985-86. In October 1984 he was a consultant to AID in a field assessment of the U.S. economic assistance program for the Philippines.

Mr. Moore was an intern with Radio Free Europe, Munich, 1955; assistant director, Foreign Student Orientation Program, Bard College, 1955; staff assistant, Newmyer Associates, Washington, 1956-57; assistant to the minority leadership, U.S. Senate, 1959; legislative assistant to Senator Leverett Saltonstall (R.-Mass.), 1959-61; and chief foreign affairs adviser on the national campaign staff of George Romney, 1967-68. He was also a foreign policy researcher and speechwriter on the national campaign staff of Governor Nelson Rockefeller. He was a consultant to the JDR 3rd Fund, Washington, January to June 1974.

Mr. Moore was born in New York on September 10, 1932. He received a bachelor's from Dartmouth in 1954, and a master's in public administration from Harvard in 1957. He won the Department of Health, Education and Welfare's Distinguished Service Award in 1973. He was named one of the 200 "young American leaders" by Time magazine in 1974. He is a member of Phi Beta Kappa, Alpha chapter of New Hampshire; and the Casque and Gauntlet Society, Dartmouth College. He is a member of the Council on Foreign Relations and First Parish Church (Unitarian). He has written many articles and documentaries.

Mr. Moore is married to Katherine Weeks Andres. They have a son, Charles Frederick IV, and three daughters, Joan Brooke, Jennifer and Jocelyn Andres. □

Reagan announces choices for 5 ambassadors

President Reagan, as of mid-June, had announced his intention to nominate five ambassadors. Each nomination would require Senate confirmation. The five, in alphabetical order by posts, are:

—Egypt—Frank G. Wisner, dep-

uty assistant secretary for African affairs. The post is vacant.

—Haiti—Brunson McKinley, deputy executive secretary of the Department, to succeed Clayton E. McManaway Jr.

—Hungary—Robie Marcus Hooker Palmer, deputy assistant secretary for European and Canadian affairs, to replace Nicolas M. Salgo.

—Sierra Leone—Cynthia Shepard Perry, chief, Education and Human Resources Division, Office of Technical Resources, AID's Africa Bureau, to succeed Arthur Winston Lewis.

—Sudan—G. Norman Anderson, deputy chief of mission, Tunis, to replace Hume Alexander Horan.

Following are biographical sketches of the persons chosen by the President.

Egypt

Frank G. Wisner, a minister-counselor in the Senior Foreign Service, has been senior deputy assistant secretary, Bureau of African Affairs, since April 1982. He was ambassador to Zambia, 1979-82.

Mr. Wisner joined the Foreign Service in 1961, and was assigned as vice consul at the consulate general in Tangier in 1962. He later held assignments as third secretary, Algiers, 1962-64; rural development officer, Saigon, on detail to AID, 1964-69; staff aide to the deputy ambassador to Saigon, November 1965-January 1967; special assistant to the director, Office of Civil Operation in Vietnam, until December 1967; and senior adviser to the Vietnamese province of Tuyen Duc during 1968. Returning to the State Department in December 1968, he became officer-in-charge of Tunisian affairs, 1969-71. He later was chief of the economic and commercial section, Tunis, 1971-73, and chief of the political section, Dhaka, 1973-74.

In recent years Mr. Wisner was director of plans and management, Bureau of Public Affairs, 1974-75. In 1975 he was a member of the President's Interagency Task Force on Indochina Refugees, first as special as-



Mr. Wisner



Mr. McKinley



Mr. Palmer



Ms. Perry



Mr. Anderson

sistant to the director of the task force, then as deputy director. He was special assistant to the under secretary for political affairs, 1975-76. He was named director, Office of Southern African Affairs, 1976, and deputy executive secretary of the Department the following year.

Mr. Wisner was born in New York on July 2, 1938. He received a bachelor's from Princeton in 1961. His foreign languages are French, Arabic and Vietnamese. He has won the Department's Meritorious Honor Award, 1973; the Viet Nam Service Award; the Military Medal of Honor; and Vietnam's Social Welfare Honor Medal. He is a member of the Council on Foreign Relations, the Metropolitan Club in Washington and Brooks in London.

Mr. Wisner is married to Christine de Ganay Wisner. They have two sons, Oliver Sarkozy and David Wisner, and two daughters, Caroline Sarkozy and Sabrina Wisner. □

* * *

Haiti

Brunson McKinley has been deputy executive secretary of the Department since 1983. Before that, he was chief of the political section in Berlin, 1981-83. He joined the Foreign Service in 1971 and was assigned as aide to the U.S. ambassador in Rome. Following that assignment, he became aide to the ambassador in Peking, 1973-74. He was deputy principal officer, Danang, Vietnam, in 1975. Then followed assignments as a member of the Department's Secretariat Staff, 1975-76; Italian desk officer, 1976-78;

and political officer in London, 1978-81.

Mr. McKinley was born in Miami on February 8, 1943. He received a bachelor's from the University of Chicago in 1962 and a master's from Harvard in 1964. From 1966 to 1971 he was a captain in the Army, serving in Vietnam. His foreign languages are German, French, Italian, Vietnamese and Mandarin Chinese. He has won many awards, including a General Motors scholarship, a Woodrow Wilson fellowship, the Secretary of State's Award for Valor, the Bronze Star and the Air Medal. He is a member of Phi Beta Kappa. He is married to Nancy Padlon McKinley. They have a son, Harley Joseph, and a daughter, Sarah. □

* * *

Hungary

Robie Marcus Hooker Palmer has been deputy assistant secretary for European and Canadian affairs since December 1982. Before that, he was deputy to the under secretary for political affairs, 1981-82.

Mr. Palmer joined the Foreign Service in 1964. He held assignments as third secretary, New Delhi, 1964-66; international relations officer for NATO affairs, 1966-68; and as a student at the U.S. Army's Russian Institute in Garmisch, Germany, 1968-69. Following his studies, he became second secretary in Moscow, where he served until 1971. He was a member of the Department's Policy Planning Staff, 1971-75; political counselor, Belgrade, 1975-78; and office director, Bureau of Politico-

Military Affairs, 1978-81. He was deputy for policy in the European bureau later in 1981.

Mr. Palmer was born in Ann Arbor, Mich., on July 14, 1941. He received a bachelor's from Yale in 1963. His foreign languages are Russian and Serbo-Croatian. Before entering the Foreign Service, he was a copy assistant with the New York Times, 1963, and assistant to the producer, WNDT-TV, New York, 1963-64. He received a Woodrow Wilson national fellowship, 1963; the Department's Superior Honor Award, 1980; and a Presidential Meritorious Service Award, 1984. He is a member of Phi Beta Kappa and the American Foreign Service Association. Mr. Palmer is married to Pshma Mahyera Palmer. □

* * *

Sierra Leone

Cynthia Shepard Perry has been chief, Education and Human Resources Division, in AID's Africa bureau since 1982. Before that, she was dean of international student affairs and professor of education, Texas Southern University, Houston.

Ms. Perry was a secretary with the Nichols Investment Corp., Terre Haute, Ind., 1957-62, and with the IBM Corp., also in Terre Haute, 1962-67. From 1968 to 1971 she was director of the National Teachers Corps, University of Massachusetts School of Education; and from 1971 to 1974 she was associate professor of education and associate director of Teacher Corps/Peace Corps, at Texas Southern. She was in-country Peace Corps trainer in Kenya, a lecturer in

APPOINTMENTS

philosophy at the University of Nairobi, and USIA consultant in Kenya, Nigeria and Zambia, 1974-76. She then became staff trainer, UN Commission for Africa, in Addis Ababa, Ethiopia, 1976-78.

Ms. Perry was born in Terre Haute on November 11, 1928. She received a bachelor's of science from Indiana State in 1968 and a doctorate in education from the University of Massachusetts in 1972. Her foreign languages are Spanish and Swahili. She has won many awards, including the William F. Cosby Alumnus Award, University of Massachusetts, 1982; the Council of the Sagamores of the Wabash Award, from the state of Indiana, 1984; and the Booker T. Whatley Agricultural Service Award, 1985. She was awarded an honorary doctorate of laws from the University of Maryland in 1984.

She is a board member of the International Council for Educational Development, the International Studies Association and the National Urban League. She is active with the Republican National Committee. She has written articles in the Journal of Agricultural Education, ZASE Bulletin, Zambia Educational Journal, Saturday Review and Trend magazine.

Ms. Perry is married to James Olden Perry Sr. They have four sons, James O. Shepard Jr., Milo Kent Shepard, Mark Shepard Perry and James Olden Perry, and two daughters, Donna Shepard Ross and Paula Lucille Perry. □

* * *

Sudan

G. Norman Anderson has been deputy chief of mission in Tunis since 1982. Before that, he was deputy chief of mission in Sofia, 1980-82.

He joined the Foreign Service in 1960 and was assigned as a personnel officer in the Department. He then took Arabic language training at the Foreign Service Institute school in Beirut, 1962-63. Following his studies, he became political officer there. From 1966 to 1967 he took Russian language training at the U.S. Army's Institute for

Advanced Russian Studies, in Garmisch, Germany. He later held assignments as assistant administrative officer, 1967-68, and political officer, Moscow, 1968-69; Soviet desk officer (multilateral affairs) in the Department, 1969-71; Egyptian desk officer, 1971-74; and political counselor, Rabat, 1974-78.

In recent years Mr. Anderson has been special assistant to the senior adviser to the President and Secretary on Middle Eastern and Soviet affairs, 1978-79; and a student at the Foreign Service Institute, where he took Ukrainian, then Bulgarian, language training, 1979-80.

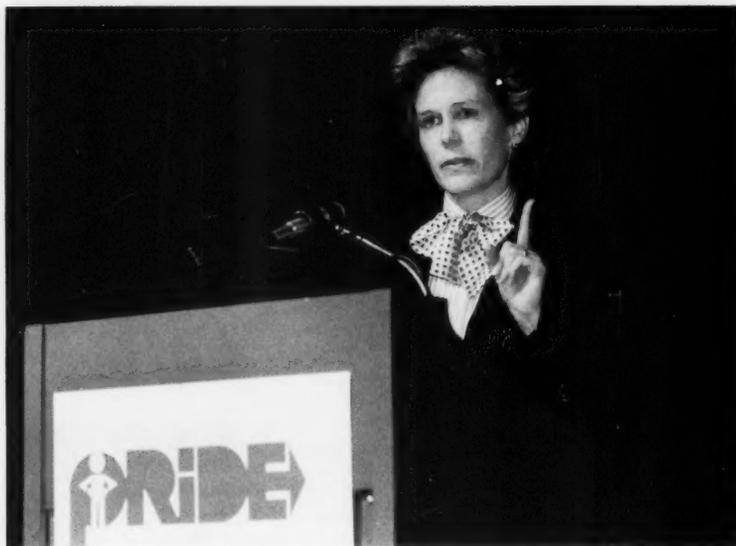
Mr. Anderson was born in Lewes, Del., on March 26, 1932. He received a bachelor's from Columbia in 1954,

and a master's in international affairs from the university's School of International Studies in 1960. His foreign languages are Arabic, French, Russian, Spanish, Ukrainian, Bulgarian and Swedish. From 1954 to 1958 he served as a lieutenant in the Navy. He received a Navy Reserve Officers Training Corps scholarship, 1950-54, and a fellowship at Columbia's School of International Affairs, 1959-60. He has received Senior Foreign Service incentive pay awards, 1983-85. He is a member of the American Foreign Service Association.

Mr. Anderson is married to Mary Churchill (Bonnie) Anderson.

They have three children—Ian Churchill, Robert Whitney and Amy Louise. □

Wrobleski named narcotics assistant secretary



Ann Barbara Wrobleski addresses a drug education conference in Atlanta.

President Reagan has nominated Ann Barbara Wrobleski, acting assistant secretary, Bureau for International Narcotics Matters, as assistant secretary. She would succeed Jon R. Thomas, who has resigned.

Ms. Wrobleski formerly served as the bureau's deputy assistant secretary

for resource management. She served as director of special projects for Nancy Reagan, 1981-84, and was responsible for planning the first lady's drug awareness campaign.

Ms. Wrobleski has also had several years' service on Capitol Hill, most recently as deputy press secretary

for Senator Richard Stone (D.-Fla.). She was coordinator within State for the conferences on drug abuse attended by the first ladies of 17 countries. She supervised production of the 1985 narcotics control strategy report, a congressionally-mandated review of narcotics issues in 40 countries.

Earlier, she was press secretary to Congressman Lou Frey Jr. (R.-Fla.), 1975-78; research assistant for the House Republican Research Committee, 1975-78; traveling press secretary for the Jack Eckerd-for-Senate campaign, 1978, and his gubernatorial campaign, 1974; and assistant press secretary to Senator Edward Gurney (R.-Fla.), 1973-74.

Ms. Wroblewski received a bachelor's in journalism and political science from Stephens College in 1972. She was elected to the board of governors of Stephens last year. She was appointed by President Reagan to serve on the Interagency Committee on Women's Business Enterprise. □

State nominates Sheinbaum for Colombo Plan post

Gilbert H. Sheinbaum, until recently counselor for political and specialized agency affairs at the U.S. mission to international organizations in Geneva, has been named by the Department as director of the Colombo Plan Bureau in Colombo, Sri Lanka. He would succeed the late Donald R. Toussaint there. The bureau is the operating arm of the Colombo Plan Council, a 26-nation organization which assists in the economic development of South Asia, southeast Asia and the Pacific.



Mr. Sheinbaum

Mr. Sheinbaum joined the Foreign Service in 1957 and held assignments in Washington, Vientiane, Paris, Saigon, Copenhagen, Antananarivo,

Lilongwe and Cebu. He was the mission's control officer for the November 1985 summit meeting in Geneva. He retired from the Service last month. Born in New York on April 20, 1929, he received a bachelor's from New York University in 1950. He has done graduate work in economics at the New School for Social Research and at Stanford. He is married to Inger Fredebo Sheinbaum. They have a son Neil, and a daughter, Britt. □

People at State

Robert J. McAnney is executive director, Office of the Program Inspector General. He succeeds **Charles B. Angulo**, who has been assigned to the Office of Protocol . . . **Paul Stratton** is deputy executive director, Office of the Under Secretary for Management . . . **Michele E. Truitt** has become director, Office of Fraud Prevention Programs, Bureau of Consular Affairs. ■



KIGALI, Rwanda—U.S. Ambassador John Upston is greeted by President Juvenal Habyarimana as he prepares to present his credentials.

Honors and Awards

Panama woman is 'Foreign Service National of Year'



Gilda de Fabrega with her award. (Photo by Ann Thomas)

Gilda de Fabrega, senior Foreign Service national in the nonimmigrant visa section at Embassy Panama, has been named the "Foreign Service National of the Year." She was honored for her efforts in reducing visa fraud during the past 21 years, often at personal risk, the citation noted. It said she worked after hours obtaining information for detecting fraud operations, and that she participated in investigations, discovered fake passports and helped confiscate a false visa plate.

She was presented a check for \$2,500 by Under Secretary Ronald I. Spiers and an award certificate signed by Secretary Shultz, at a ceremony in the Benjamin Franklin State Dining Room on May 22.

In addition to Ms. de Fabrega, who also was the winner for the inter-American area, four other national employees were named as regional winners and received a check for \$1,000, plus a certificate. The four are Ali Khairy Abdel Hamid, general serv-

ices specialist, Cairo; Chinda Komolviphat, special consular services assistant, Bangkok; Wilhelm Reif, cashier monitor, Bonn; and Vassilios Simatos, general services specialist, Addis Ababa.

The five regional winners were authorized to spend a week in Washington on consultation. They met with Secretary Shultz and Department officers, including those who had served with them earlier in their countries.

Names of nominees

There were 35 other nominees for the awards. They were, according to region:

—*Africa*—Farhat M. Sheikh, Kenya; Claude How Tan Fat, Mauritius; Abrileta Reis, Mozambique; Ayodeji A. Awofeso, Nigeria; Judith R. Johnson, South Africa; Hafeez A.M. Mohammed, Sudan; Di Mambu Yobo, Zaire.

—*East Asia and Pacific*—Ronald J. (Tom) Steele, Australia; Betsy Jack, Hong Kong; Kensuke Ueda, Japan; Kwang Ho Cho, Korea; Soo Fong Khee, Malaysia; Davina Betty (Young) Morahan, New Zealand; Cezar O. Palpal-Latoc, Philippines.

—*Europe and Canada*—Anne Marie Vande Wiele, Belgium; Irene Angelidaki, Greece; Paolo Bearz, Italy; Julio Cuesta, Spain; Yilmaz Tamer, Turkey; Frances K. Cobb, United Kingdom; Andjelija Stanojevic, Yugoslavia; Victor Cruz, Portugal; Vaughn Cameron, Canada.

—*Inter-America*—Maria Cristina Gomez, Colombia; Jose Heredia, Dominican Republic; Luis Gabela, Ecuador; Olga Boquin Aguiluz, Honduras; Ana Catalina Villarreal C., Mexico; Katherine M. Neblett, Bridgetown.

—*Near East and South Asia*—Yaacov Banin, Israel; S. Mukhtar Ali, Pakistan; Yousuf Murad, Saudi Arabia; Kevork (George) Kupelian, Syria; Ahmed Zahar, Tunisia; Frank Fernandes, India.

Shultz, Spiers join praise

In presenting the awards, Mr. Spi-

ers said: "Those of us who have lived and worked overseas have had many occasions during our careers to rely on the advice and expertise of our Foreign Service national colleagues. We have come to know and respect them, their judgment and their courage. So we welcome this award, as they do, as a symbol of the friendship and trust we have for each other."

Earlier, congratulating the winners, Mr. Shultz asserted: "The five of you embody the differences of our Foreign Service national population: different cultures, different backgrounds, different areas of responsibility, and periods of service ranging from 10 to 25 years, for a total of 93 years. While we in the Department know and value the differences between you, it is the qualities you share that we have celebrated this week: your loyalty, your honesty and your courage."

Ms. de Fabrega's citation pointed out that "she has earned the respect of every officer with whom she has served for her friendly, helpful manner, teaching skills, ability to deal with the public, and uncanny memory in recalling individuals whose files contain derogatory information." It added that, in her efforts to combat visa fraud, "she draws heavily upon her thorough knowledge of the regulations, her wide contacts and her understanding of Panamanian society."

Mr. Simatos, the African area's representative, was cited for his role in the U.S. relief effort during the Ethiopian drought emergency. He organized and managed aid operations in Ethiopia "in the shortest possible time." This involved building new offices, finding new housing in a limited market, and purchasing autos and trucks, security equipment, supplies and furnishings. He also assisted the embassy by helping visiting delegations and serving as guide and translator, the citation said.

Mr. Komolviphat, representing the East Asian and Pacific region, won the award for assisting in the release of an American captured by the Vietnamese; ensuring the welfare and safety of U.S. prisoners during "bloody prison riots";

and obtaining a royal pardon for a seriously-ill American prisoner. "The exemplary performance of his duties, his personal dedication and his own professional skills are vital to the achievement of Embassy Bangkok's major objectives," the nomination noted.

Mr. Reif, the European and Canadian representative, was honored for contributions to the design, testing and modification of the Department's new financial management system. "His assistance in the installation of the system at Bonn and other posts has materially improved the efficiency, effectiveness and ease of operation of the system," his citation read. When the installation at Bonn was completed, Mr. Reif assumed responsibility for the operation, which involved some 34,000 checks and \$80 million a year. He also helped train the staff at financial management centers at other posts.

As the representative of the Near Eastern and South Asian area, Mr. Hamid was cited for 25 years of "distinguished service" to the mission in Cairo. His "sophistication, wit, intelligence, diplomacy, influence, negotiation skill and resourcefulness have netted the U.S. Government millions of dollars in efficiency, direct savings and property sales revenues," the citation said. The embassy pointed out that Mr. Hamid is consulted on "every issue of any importance; he is a father figure to all Egyptian employees at this mission . . . and he has served as a trusted confidant to several administrative counselors."

During their week-long visit the five winners were guests at a reception

Gerald Carmen is honored

Gerald P. Carmen, ambassador to the United Nations in Geneva, has received the first "Entrepreneur of the Year" award from the Geneva Enterprise Council, a group of business executives from Europe and the United States, for his "devotion to promoting private enterprise in economic development." □

sponsored by the Bureau of Inter-American Affairs. They visited the White House, the Capitol and museums.

—BARNETT B. LESTER □

Peter Gallant: 'Security Officer of Year'

Peter J. Gallant, regional security officer at Embassy Khartoum, has been named the 1985 "Security Officer of the Year," for "leadership and competence in directing major security programs and a series of initiatives which



Mr. Gallant

have enhanced the security of Americans" in Sudan. He will receive \$5,000 and a certificate. Arthur W. Jones, regional security officer at Embassy Lisbon, the runner-up, will get \$2,000.

Ten other nominees for the award were given special recognition for their job performance. They are Jeffrey Bowers, regional security officer, Tunis; David Bowyer, regional security officer, Vienna; Steven Cox, regional security officer, Kinshasa; Evan DeWire, regional security officer, Kampala; Martin Donnelly, regional security officer, Dar es Salaam; Arthur

Hanrehan, regional security officer, Paris; Dennis O'Hare, regional security officer, Mexico City; Kenneth Sykes, assistant regional security officer, Bogota; Dennis Williams, regional security officer, Cairo; and Edwin Wood, regional security officer, Kuala Lumpur.

Mr. Gallant's citation noted that he "maintained an extensive network of information-gathering, not only in Khartoum but in other parts of Sudan, utilizing police, military intelligence and ministry of interior personnel." The citation added that he "places great emphasis on the education of embassy employees and dependents on topics such as terrorism, residential security, local crime and related matters."

Mr. Jones was cited for "performance and dedication" and for "initiative, resourcefulness and solid management style" in establishing the security program in Lisbon, including the embassy's vehicle security system.

Mr. Gallant joined the Foreign Service in 1976. He held assignments in Athens and Washington before being posted to Khartoum. Mr. Jones entered in 1973. He served in Mexico, Lagos, Santo Domingo and Washington before being assigned to Lisbon. □

Marshall Casse wins \$5,000 economic award

Marshall L. Casse III, director of the Planning and Analysis Staff, Bureau of Economic and Business Affairs, has been named winner of the \$5,000 Herbert Salzman Award for Excellence in International Economic Performance. He was honored for his performance in his previous assignment as economic counselor in Embassy Ankara.

Mark Johnson, now a deputy assistant secretary in the Bureau of Legislative and Intergovernmental Affairs, is the runner-up. He was cited for his work as economic counselor in Embassy Nairobi.

Eight others were nominated for

Marshall L. Casse III, left, receives Herbert Salzman Award from Assistant Secretary Douglas W. McMinn. (Photo by Ann Thomas)

the annual award: Dorothy J. Black, Colombo; John W. Bowen IV, Brasilia; William R. Brew, Tel Aviv; John E. Hall, Monrovia; James J. Hawley, Santo Domingo; William C. Ramsey, Riyadh; Stanley H. Specht, Brasilia; Robin White, Tokyo.

The selection panel was headed by Douglas W. McMinn, assistant secretary for economic and business affairs. It cited Mr. Casse for his "perceptive analysis" of the Turkish economy; his negotiating skills, and his role in arranging for the first high-level economic consultations between the United States and Turkey. He was also credited with helping to bring about a bilateral investment treaty between the two countries. The panel noted that these accomplishments were made during "only a one-year assignment in Turkey."

Mr. Johnson was cited for his leadership in formulating and conducting U.S. economic policy in Kenya; his reporting and analysis of economic developments, and for "insight, initiative and imagination" in advancing U.S. interests in that African country.

Mr. Casse joined the Foreign Service in 1972. He held assignments in Washington, Tunis and with the

U.S. mission to the Organization for Economic Cooperation and Development in Paris before he was posted to Ankara. Mr. Johnson entered the Service in 1970. He has served in Washington, Kuwait, Ouagadougou, Jakarta and Nairobi.

The Salzman award honors the former U.S. representative to the Organization for Economic Cooperation and Development. □

Daniel Simpson wins \$5,000 Dunn award

Daniel H. Simpson, deputy chief of mission at Embassy Kinshasa, has been presented the \$5,000 James Clement Dunn Award for Excellence. The award was for 1984. He was cited for "leadership and creativity" during a former three-year assignment as director of State's Office of Southern African Affairs. He was praised for contributions to the formulation of new policy initiatives that led to "a reduction in regional tensions, progress toward the independence of Namibia, and the beginning of political reform in the Republic of South Africa."

A selection panel picked Mr. Simpson from more than 50 candidates. He joined the Foreign Service in 1966



and has held assignments in Bujumbura, Pretoria, Sofia, Lubumbashi and Washington. Before being posted to Kinshasa, he had served as deputy chief of mission and counselor of Reykjavik.

The Dunn award was established with the financial assistance of Mrs. Vincent Astor and her son, Anthony D. Marshall, a former ambassador. It is named in honor of the veteran diplomat who died in 1979 at the age of 88. It is given for "leadership, intellectual skills, managerial ability, and personal qualities which most fully exemplify the standards of excellence desired for Foreign Service officers." □

USIA's JoAnn Clifton wins \$5,000 Replogle award

JoAnn Clifton, executive officer, USIA's Office of African Affairs, is the winner of the \$5,000 Luther I. Replogle Award for Management Improvement. The award is for 1985. She was cited for her "management, judgment, resourcefulness and determination in supporting programs in a difficult and demanding environment." Ms.



Ms. Clifton

Clifton has responsibility for managing USIA posts in 41 African countries, with program budgets exceeding \$24 million.

She was selected from six other candidates for the annual award: George Carner, chief, Policy, Planning, Evaluation Division, Office of Development Planning, AID's Bureau for Africa; Bruce W. Clark, counselor for administrative affairs, Embassy Tokyo; Michael J. McLaughlin, administrative officer, U.S. mission to Berlin; James McMahon, deputy director, USIA's Office of Administration and Technology; Eugene L. Scassa, deputy director, State's Bureau of Inter-American Affairs, and Edmund VanGilder, consul general, Marseille.

Ms. Clifton was cited for her work



KINSHASA, Zaire—Daniel H. Simpson, left, receives the Dunn Award from Ambassador

Brandon Grove Jr. With them are Mr. Simpson's wife, Ashley, and son, Michael.

in "providing public diplomacy support for attainment of U.S. foreign policy objectives." She was praised for strengthening data processing in the field, and for improving overseas cultural and information programs. She also mastered the budget process, her nomination pointed out.

Ms. Clifton, who joined the Foreign Service in 1972, has held assignments in Washington, Moscow, Prague, Warsaw, Pretoria and Caracas. She has been an executive officer and resource coordinator since 1983.

The award was established by the former ambassador to Iceland. □

Lamberty, Vetter honored for assistance to public

Gerald Lamberty, president of the American Foreign Service Association, and Charles T. Vetter Jr., a retired Foreign Service officer who had served with USIA, are the winners of the Henderson-Satterthwaite Citations for 1986. They were honored for contributions to the Foreign Affairs Seminar Program and lectures to outside groups and organizations. Their names have been engraved on a plaque in the Foreign Service Club.

Also receiving the award was Foreign Service officer Patricia A. Woodring, a former president of the association, who had been cited in 1981. She had not been able to accept the award in person because she was serving with the U.S. mission to NATO in Brussels. Ms. Woodring is currently in the Office of Business Practices, Bureau of Economic and Business Affairs.

Attending the foreign policy briefings and award ceremony in the Loy Henderson Conference Room on May 23 were members of classes from area colleges and universities. "For the past 12 years the seminar program has provided a service to our Washington community," director general George S. Vest told the students. "The foreign affairs consortium of our academic in-

stitutions and the foreign affairs community have joined in a fitting tribute to retired Foreign Service officer Joseph C. Satterthwaite and to the memory of Foreign Service officer Loy W. Henderson, 'Mr. Foreign Service.'" The awards are named for the two former ambassadors, who would give briefings during their visits to the Department and at universities.

Mr. Lamberty joined the Foreign Service in 1956. He has held assignments in Havana, Guatemala, Santo Domingo, Warsaw and Washington. In recent years he was director, regional economic policy, Bureau of Inter-American Affairs; deputy chief of mission and counselor, Lima; and director, Office of Analysis for Inter-American Affairs. He received a bachelor-of-science degree and a master's from Marquette.

Mr. Vetter, a former high school teacher and administrative assistant, became a training officer with USIA in 1956. He held assignments as employee development officer, information specialist and communications training counselor, and later served in Manila. He returned to Washington in 1979 and was with the agency for sev-

eral years before his retirement. He received a bachelor's from Hamilton College, a law degree from National University and a master's of law from George Washington University.

Ms. Woodring joined the Foreign Service in 1963. She has held assignments in Washington, Vientiane, Zagreb, Manila and Brussels. She has also served as special assistant, Senior Seminar in Foreign Policy; as a narcotics control officer and as an international relations officer. She is a graduate of the University of Paris. □

Ms. Woodring joined the Foreign Service in 1963. She has held assignments in Washington, Vientiane, Zagreb, Manila and Brussels. She has also served as special assistant, Senior Seminar in Foreign Policy; as a narcotics control officer and as an international relations officer. She is a graduate of the University of Paris. □

Protocol's Murdock wins 'Distinguished' award

Catherine C. (Bunny) Murdock, assistant chief of protocol for visits, received the Department's Distinguished Honor Award from Secretary Shultz at

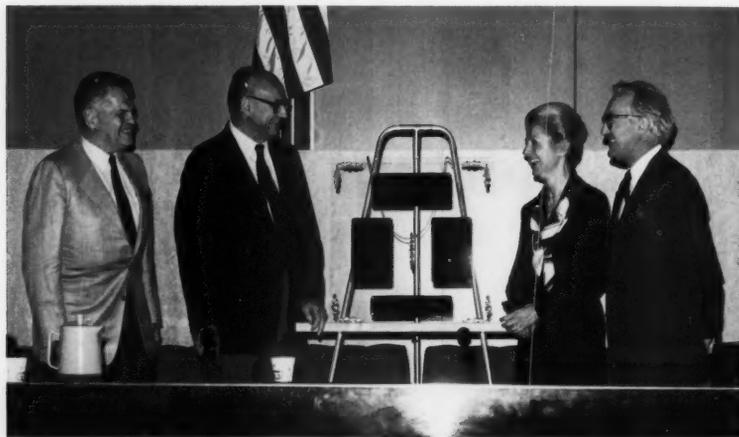


Ms. Murdock

a ceremony on June 12, for making "a major improvement in relations between the United States and other powers."

She "often singlehandedly headed off incidents which could have ruined otherwise successful visits of foreign leaders," her nomination noted. "She is the only member of the Protocol Staff that the President personally commended in an Oval Office interview. And almost every cabinet official and senior member of the Government has at one time or another complimented her performance."

The protocol officer was honored for "political acumen; amazing ability to work with everyone; sensitivity and good judgment and foresight and quick intelligence." She also was cited for her role in organizing Protocol support for the "First Ladies' Conference on Drug Abuse," an unprecedented gathering of 17 wives of heads of state, and for assuring that visits of foreign leaders were "perfectly organized and managed." □





DIPLOMATIC SECURITY—The Department's Group Superior Honor Award is presented to 35 members of the Secretary's Protective Detail. From left: *Martin C. Dougherty, Diane J. Martin, Robert A. Vertocnik, Marilyn M. Wanner, Stanley Bielinski, Secretary Shultz,*

Mrs. Shultz, Stephen C. Meister, Thomas K. Depenbrock, John L. Davids, Scott R. Shaw, Elizabeth L. Gruber, Stephen F. Smith, Stanley J. Joseph, Lee J. Linder, James W. Schnaible, Christopher A. Medvigy, Denise D. Huyser, Bruce E. Landry, Charles E. Diamond, Mark

W. Caldwell, Constantine P. Catricketes, Janet R. Shafer, Elizabeth B. Wood, John M. Davis, Stephen J. Bosseler, William J. Ahern, David J. Benson, George G. Frederick, Robert J. Reca, Jacob M. Wohlman, William N. Kettering, Peter E. Morgan.



AFRICAN AFFAIRS—Assistant Secretary *Chester A. Crocker*, left, presents the John Jacob Rogers Award to *Robert Bruce* at his re-

tirement celebration. With Mr. Bruce is his wife, *Judy*. (Photo by *Doris Alston*)



WEST BERLIN—*John P. Boulanger*, left, is presented the "Communicator of the Year" award by assistant chief of mission *John C. Kornblum*. *Carey E. Cavanaugh*, consular officer, right, was presented a Superior Honor Award with a meritorious step increase.

HONORS AND AWARDS



KINGSTON, Jamaica—At awards ceremony, left to right: *John Allison; Royston Parsons; Volney Amos; Martin Stewart; Fredricka Trapp; Michael G. Sotirhos; Ena Daniels; Marlon Nicholson; Lloyd Coley; Paul Jackson; Devon Richards; Scotley Salmon; Roderick White.*



PORT-AU-PRINCE, Haiti—Assistant Secretary Elliott Abrams, front, fourth from left, presents awards to embassy employees for

achievement during the period of the flight into exile of dictator Jean-Claude Duvalier. Others, front, from left: *Aubrey Hooks, Cindy*

Trodden, Ambassador Clayton E. McManaway Jr., Stephen P. Dawkins, Robert Kaneda, Bonnie L. Johnson, Lawrence G. Rossin. ■

Life in the Foreign Service—III

Foreign Service fans in Swaziland flock to 'front-row seats'

But Halley's comet turns out to be a 'fuzzball,' gets mixed reviews

If you're searching for reasons why you should have wanted to be posted this year to Mbabane, the capital of Swaziland, in southern Africa, consider that you would have been positioned, as was no one north of the equator, for a clear, once-in-a-lifetime glimpse of Halley's comet. Was it worth it? Four reviews from the embassy follow.

BY KAY BRANAMAN EAKIN
Community liaison officer

NEARLY EVERYONE who's kept up with the news knows that there was supposed to be a colossal celestial event this year—the return of Halley's comet after 76 years. But who knew that it was going to turn out to be more of a media promotion than a true spectacle?

Those of us living in South Africa thought we were going to have an advantage over the rest of the world, with the best "seats" for this streaking Olympics-like event. The best viewing, we were told, would be south of the equator. There were great discussions among us, with plans afoot far in advance. Those, like me, who were teaching used the coming of the comet as the focus of space-related projects.

My sixth-grade class spent an entire term on their solar system unit, which revolved around whatever we could find out by reading and viewing the films and videos provided by USIA, and then, later, by observing the sky. Their parents lost hours of sleep, as I assigned the same homework night after night: View the comet! This wasn't an easy thing to do as, for most of the time, it could be seen only at about 4 in the morning.

Nevertheless, most students managed to get a view, and several faithfully checked night after night, reporting to the class and drawing pictures of what they had seen. Other teachers were doing the same.

I had hoped that the children liv-

ing in this part of the world, where there are fewer distractions, would be more aware of the stars and the universe. But, alas, not true. My class was diverse—children of 15 nationalities were in it, as well as almost a dozen Swazis. Many of them had never before bothered much about the night skies. Perhaps after this experience they may take another look.

An advantage, of course, in being relatively unsophisticated is that expectations don't overwhelm reality, as they did for many of the adults. The students seemed quite happy with what little they saw. And they may have a big advantage most of us won't. They may be around to see Halley's again 76 years from now. They did better, in fact, than their teacher, who neither saw it this time around and won't be around the next time. I had thought I had the perfect plan. Not for me setting my alarm two hours early and not being fully alert for school the next morning. I would go to the southern part of the country with my husband, and en-

joy the viewing in the company of friends. Alas, the weather didn't cooperate. We spotted the comet, briefly, once on the first night. But by the time the rest of us tore ourselves away from the Trivial Pursuit, bridge and backgammon games, the clouds had moved back in. And on the second night, it was only the night owls, still out and about at 1:30 a.m., who saw it.

None of them bothered to wake me up! □

BY PETER ARGO
AID contractor

IHAD BEEN following the progress of Halley's comet for the past year. Each month I devoured even the minutest article in the press. I expected to see a great fireball streaking across the sky, with a tail stretching from horizon to horizon. In fact, as an amateur astronomer, I carry a telescope around the world with me, to take advantage of different viewing conditions. Now that I was in the southern hemisphere which, I was assured, was a perfect lo-



"We saw it! We saw it!" they insist, exulting still, on the mid-morning after. Terry Kramer is kneeling. Others, from left: Jan Argo with

daughter Sylvan on her shoulders, Peter Argo, Peter Capozza, Mary Pat Selvaggio. (Photos by Terry Kramer)

cation for viewing Halley's, I wasn't about to waste the opportunity.

Months before, I began to plan how, when and where to view the spectacle. Harry Johnson, the enthusiastic AID deputy director here, had approached me about viewing it from the Mlilwane Game Sanctuary, about 10 miles outside Mbabane, on the weekend following the April 10 closest approach. That sounded like a great chance to view the comet with friends all night while scouting the park for game by day.

But I knew the weather didn't always behave favorably in these parts. So that led me into looking for a dry climate. I finally settled on Nxai Pan National Park. This is a large, wide-open grass plain ringed by forests, inhabited by herds of zebra, springbok, giraffe, gemsbok, jackals, hyena and an occasional lion. We could stake out our camp and have an unobstructed horizon from which to view the comet. The plan was set.

Because I knew that to travel into the desert alone would be risky, I approached friends who had four-wheel drive vehicles. Recruiting the adventurers wasn't difficult.

Meanwhile, late in February, after the comet had swung past the sun and started the return trip for earth, I began my watch for the early-morning object, which by 4:30, was high enough in the sky to be visible. Each morning my alarm went off at 4. I would peer out the window. If the stars were out, I had to move fast. I would jump into my shoes, grab the telescope and head for the garden.

This was no easy task. The telescope is an eight-inch-diameter Newtonian Reflector that weighs 120 pounds. I would have to wrestle it, in various pieces, out the door—in the dark—so as not to disturb the others. In the garden, the sky seemed to open up for me. The broad white band of the Milky Way stretched across the sky. Just off its edge was the kite-shaped Southern Cross. Low on the eastern horizon, in the direction of the comet, was the curved tail of Scorpio. The

brightest objects that drew my attention were the planets Saturn and Mars, also in the constellation Scorpio.

After a brief moment of letting my eyes adapt to the night sky, the tail of Halley's "popped" out of the background. It was always fan-shaped, never very long. Each morning that I was able to view it, I hoped against



hope that the rainy conditions would improve. They never did. As March progressed, the tail appeared to shrink rather than grow. Only after studying the charts closely did I realize that the tail, on this orbit in 1986, was always pointed away from the earth.

As Easter weekend approached, we packed the four-wheel drive in preparation for the trek to Nxai Pan, in Botswana. Once inside the park there, on the first evening, I unpacked the telescope from its cradled box. We set our alarms for early the next morning. Although the comet was dimmed by its passage through the Milky Way band, the prospect of seeing the "fuzzball" nucleus tempted me to get out of the sack.

Then our return to Swaziland led us into the planned weekend at Mlilwane Game Sanctuary. Although

we had given up trying to point out the comet to the animals, our friends weren't much easier to impress. Most had also been trying to view the comet during the previous two weeks without much success. The weather behaved much as expected—two days of rain. However, each night, somewhere between midnight and 2:30, we were granted a few moments of sighting. Everyone who ventured out against the odds had a view of the comet. We also had a chance to see Saturn in its glory, and a few other star clusters.

Each morning of viewing, hot coffee in hand, I thought about the comet. Even though it wasn't what I thought it should be, seeing it was enough. Any object that had returned so many times in history, and that most likely had inspired what we've learned about the Star of Bethlehem, was certainly worth our awe on this return in 1986. □

BY MARY GROVER
Ambassador's secretary

IT WAS A dark and stormy night in June last year when, seated around the campfire, being regaled by the British High Commission's head of chancery, Michael Cox, with stories of the last sighting of Halley's comet in 1910, we realized that it would be visiting us again this year. Most of us having missed the last overflight, and wanting to take full advantage of our location in the southern hemisphere (and also the free champagne target-golf which the hotel offers), a team was dispatched to the Nhlanguano Sun Hotel in southern Swaziland to book a few rooms. Runners were sent to all and sundry in Mbabane and environs to see if anybody cared. The response was good.

When the time came, we had armed ourselves with cameras, binoculars, games, kids, appetites and thirsts, and our group headed south to occupy 45 of the 47 rooms then available at the hotel. We had a marvelous buffet dinner in anticipation of retiring to the pool area with coffee and port for leisurely viewing. Alas, the heavy cloud cover this first evening prevented even those with 20/20 vision from spotting

the "fuzzy thing somewhere over there."

It was a congenial group. It included people from the American embassy, the British High Commission, the UN Development Program, Barclay's Bank, the Swaziland Central Bank, Waterford School, the American embassy in Pretoria and several local businesses. We occupied ourselves at the casino, at the disco, and playing Trivial Pursuit.

The following evening was to be "the perfect night" to see the comet. The hotel agreed to turn off the lights if need be, but African skies are usually so crystal clear it's like living in a planetarium. As we got ready, we had a day filled with golf, tennis, swimming, more Trivial Pursuit, Scrabble, Boggle, bridge, ping pong, movies, a "Pin the Tail on the Comet" game for the kids and general merriment. All of which was performed under grey skies with lots of clouds—not much promise for the evening. But we were undaunted, and the merriment continued through the evening.

At about 12:35 a.m., some of the clouds cleared and everyone was called to search for the comet. The comments were: "I don't know what I'm looking for!" "It's over there!" "Where?" "Right up there: it's the fuzzy one!" "But they all look fuzzy!" So, back to the casino, bar and disco.

Did anyone really see the comet? We don't know for sure. It was a dark and stormy night on April 12 in Swaziland. □

BY GERALD W. SCOTT
Deputy chief of mission

WHEN IT COMES to comet-viewings you can envy us fortunate few who are posted to the clear air of the mountain kingdom of Swaziland. Indeed, few places would seem as propitious and, although the local chamber of commerce had inexplicably neg-

This could be the scene in Swaziland 76 years from now, when Halley's makes its next pass. From among the adults presently posted there, none will have survived, they fear.

lected to lure swarms of tourists, some of us with a strong scientific bent booked the facilities of a local game park—an ideal site from which to view the heavenly spectacle.

We were, alas, frustrated. We had neglected to reckon with the upcoming coronation of Swaziland's crown prince. His Majesty, Mswati III, as-



Dave Richardson, left, and Terry C. Eakin think they've pinned the tail on the comet.

cended the throne only two weeks after optimum Halley viewing time, and showers up to the day of the coronation testified in accordance with ancient Swazi belief in heaven's benediction on the happy event. Still, the day before our viewing was clear, allowing sedentary embassy hands to strain a muscle or risk tick fever on a mountain hike. But as soon as the sun went down, the drizzle followed. Our scientific expert with his expensive telescope was mute with frustration; the rest of us consoled ourselves with warhog stew, gin, board games and early bed.

Then, at 2 a.m. one of the hardier souls discovered that the drizzle had stopped. Flashlight in hand, he trotted from cabin to cabin, arousing sleepy parents who dragged out complaining children.

And there the comet was—clearly discernible . . . to the right? Left? Of the Southern Cross? Ursa Major? At any rate our expert, who knew, carefully trained and focused his instrument. At last the rest of us saw it—a faint misty tailless cotton ball in the last stages of wispy dissolution. It was worth every discomfort, we assured our children, hoisting them to the eye piece one by one and badgering them for appropriate expressions of enthusiasm.

Let us hope that they prove grateful 76 years hence! ■



Ask Dr. Dustin



Q.

MIDDLE EAST

I read with interest your recent response to a question on the safety of intrauterine devices (IUDs). I am 37, married and have been using a copper IUD for several years without problems. For me, other forms of contraception are either inconvenient or have unacceptable side effects. Considering the risks of IUDs and my concerns about methods, do you think I am right in wanting to keep my IUD?

A.

I am faced with a dilemma on this. While IUDs have been almost completely removed from the market by their manufacturers in the United States, they continue to have U.S. Food and Drug Administration approval in regard to safety. However, because of their unavailability, our health units can't provide this form of contraception to new clients, or replace IUDs already in use. I do strongly believe that all who are using IUDs or any other form of contraception should be informed of the risks and benefits of the method, then be allowed to decide for themselves whether to continue. For IUDs, the major risk is pelvic infection and infertility. This risk is small in those using copper IUDs, especially women with stable, monogamous sexual relationships. I recommend that you discuss this risk versus the benefits of continued use with your regional medical officer. However, from what you describe, presuming that you have a stable marital situation, the continued use of an IUD would appear sensible. When and if IUDs become more widely available from U.S. manufacturers, we will adjust our policy accordingly.

Q.

SOUTHEAST ASIA

Not too long ago, you answered a question concerning pregnant women and toxoplasmosis from cats. Now I read recently that dogs can spread strep throat, especially in children.

Woe is me if I have to get rid of our "family friend" that is my three-year-old's constant companion!

A.

I'm happy to put your fears to rest; it's possible, but very unlikely, that your dog is the focus of strep infections. Pet-related illness is an interesting but not a well-publicized topic in medicine. You can get dozens of diseases from pets. Although most are very uncommon, these diseases range from the well-known, such as rabies and infected dog bites, to unusual conditions that may be difficult to diagnose and treat. Dogs can transmit various worms to people, as well as carry bacterial infections and a fungus that causes a skin rash known as ringworm. In addition to the toxoplasma infection you mention, cats are responsible for cat scratch fever, a bacterial infection producing swollen glands, which most often occur in children who have been scratched or bitten by a cat. Here are some steps to follow to reduce your small risk of getting an illness from pets: (1) Consult the local veterinarian (if one is available) for any illness or unusual behavior in your pet. (2) Be sure your animals are immunized, especially against rabies but other common animal diseases as well. Be informed about preventive measures against animal illness. (3) To protect small children from being bitten, don't leave them unsupervised around dogs. (4) Have a weaned puppy treated for worms twice, two weeks apart. (Pups and nursing bitches should be treated for worms at two, four, six and eight weeks after the

This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified. □

pup's birth.) (5) Don't let your children play in areas where dogs and cats are allowed to roam freely, or where children come into contact with animal droppings. (6) Change the cat litter daily. Women who are pregnant should avoid this job. (7) Wear gloves when cleaning up animal droppings and wash hands afterward. (8) Don't let your pet eat wild prey, which may be infected with a contagious disease. (9) Remember that pet-owning carries a good deal of responsibility.

Q.

WESTERN EUROPE

As spring has sprung, I've started running more than has been my custom during the winter. Recently, I seem to be suffering from what my jogging friends call shin splints. Just what are these exactly and, more importantly, how do I get rid of them?

A.

Shin splints are leg pains, usually in the front of the lower leg (hence the name) caused by overuse of these muscles, and from running on hard surfaces. Shin splints are most common after you suddenly increase the distances you run. Besides being caused by extended use, shin splints seem to be aggravated by using the leg muscles that point the foot down, more than the muscles that bring the foot back up. The combination of stresses leads to inflammation, and possibly tiny tears in the leg muscles and the tendons that attach these muscles to bone. Treatment starts with rest, to avoid further damage from an intensive running program. Ice can be used initially, then moist heat on the painful area, and aspirin or other anti-inflammatory medicine. Once things have quieted down, you can gradually resume your running program, preferably on softer surfaces. You should also work on equal muscle development of the leg extensor and flexor muscles that move your feet up and down. I do think that it's wise to think of pain with running, or any exercise for that matter, as nature's way of telling you to slow down. If you do have further

problems, be sure that you consult with a competent local physician or the regional medical officer on his next visit to your post.

Q.

SOUTH AFRICA

I'm really very angry that my recent request for emergency visitation travel to visit my brother, when he was seriously ill, was denied by you. I thought the regulations had been changed so that we could travel for siblings.

A.

In 1982 the emergency visitation travel regulations were changed to allow travel for the interment of a brother or sister. They have not been extended to include critical illness. However, should travel have commenced while your brother was still living and he died within 45 days, the trip would have been covered. Please peruse carefully the emergency visitation travel regulations concerning this (3 FAM 699.5-4e). □

Dr. Dustin's health hints

There have been some changes concerning malaria prophylaxis, and here are some directives from Dr. Martin Wolfe, my tropical disease consultant, on this issue.

On preventive treatment for travelers to chloroquine-resistant areas in Africa and Oceania: (1) Short-term travelers (three weeks or less) should follow one of these regimens: (a) Weekly chloroquine alone. (b) The use of proguanil (Paludrine), alone or in combination with chloroquine, has been suggested for travelers to East Africa by some European experts. The addition of Paludrine 200 mgs daily may possibly give some additive protection if combined with chloroquine, at no apparent recognized risk. Paludrine is unavailable in the United States and must be obtained abroad (as 100 mg tablets). (c) Weekly chloroquine plus a weekly tablet of Fansidar can be considered for high-risk individuals with no access to ade-

quate medical care. (d) Vibramycine (doxycycline) 100 mgs daily. This drug has not had much evaluation. It may cause exaggerated sunburn reaction in some users, and cannot be used by pregnant women or children under 8. It could be used by those who cannot tolerate Fansidar, or where Fansidar resistance is widespread, such as Thailand.

On preventive treatment for travelers to chloroquine-resistant areas in China, southeast Asia and Latin America: In contrast to the travelers to Africa, travelers to China, southeast Asia and Latin America are at *low risk* of acquiring malaria. Malaria transmission in those areas is largely confined to the *rural areas* that are not visited by most travelers; furthermore, most travelers who visit rural areas do so only during daytime hours, when there is minimal risk of exposure.

No malaria preventive treatment is recommended for travelers who will visit only urban areas of China, southeast Asia and Latin America (except for certain urban areas of the interior Amazon River basin and urban coastal areas of Ecuador) or who will have only *daytime exposure in rural areas*. Such travelers should, however, be advised to observe general precautions to minimize mosquito contact, as outlined below, and to seek prompt medical attention in the event of an illness with fever, either during or after their trip.

On preventive treatment for travelers to the Indian subcontinent: Malaria transmission occurs in both *urban and rural* areas of Bangladesh, India, Pakistan and Sri Lanka. Travelers to these areas must be considered at risk of acquiring malaria; however, the risk of acquiring chloroquine-resistant *Plasmodium falciparum* is very low, and is confined to the areas not usually frequented by tourists. Chloroquine preventive treatment alone is, therefore, recommended for travelers to the Indian subcontinent. Again, travelers should be advised to observe general precautions to minimize mosquito contact, and to seek prompt medical attention in the event of an illness during or

after their trip.

On personal protection measures: Because of the nocturnal feeding habits of the *Anopheles* mosquitos, malaria transmission occurs primarily between dusk and dawn. Travelers must be advised of the importance of measures to reduce contact with mosquitos during those hours. Such measures include remaining in well-screened areas, using mosquito nets and wearing clothing that covers most of the body. Additionally, travelers should be advised to purchase insect repellent before travel, to use on any exposed areas of the skin. The most effective repellent is N,N diethylmetatoluamide (deet), an ingredient in many commercially available insect repellants. Travelers should also be advised to purchase a pyrethrum containing flying insect spray, to use in living and sleeping areas during evening and nighttime hours. □

Alcohol Awareness Program
Beauty and alcohol:
an oxymoron

The following is reprinted here, with permission, from the pamphlet "A Health and Fitness Guide to Alcohol," published by the Alcoholism Council of Greater New York.

What does alcohol have to do with the way you look?

Aside from its effect on weight, alcohol not only affects your beautiful body—but your beautiful face, as well.

Consider your hair, eyes, and skin the mirrors of your general well-being.

Because it interferes with your body's ability to make protein, too much alcohol can actually change the look and feel of your hair. As for your eyes, they may look glassy, bloodshot and sunken after too little sleep and too much to drink. Dehydration makes them feel dry and irritated, too.

What's more, when you don't have enough sleep, your skin looks dull.

Why?

During sleep, your skin exfoliates—shedding the day's dead cells. If you don't give it adequate resting time, the shedding process may be

incomplete.

Alcohol is also a vasodilator—it opens up your blood vessels, making your face feel warm and look red, or blotchy. The dilation can not only aggravate skin conditions you may already have—including acne and seborrhea—it can actually increase your skin's production of oil and fat.

Remember the cliché of the cartoon drunk with his bulbous red nose?

There was truth in the caricature; rhinophyma is the advanced form of the above condition, when oil and fat production are so accelerated that the nose actually becomes distorted and misshapen.

Can drinking age your skin?

Because alcohol is a diuretic, it can actually rob your skin of fluid.

Contrary to popular claims, however, skin creams and lotions can't replace lost moisture. They can only help retain what's already there.

If your skin becomes dehydrated from drinking, there is only one way to replenish what you've lost: by drinking plenty of water.

The best way to preserve your skin's health and beauty is to avoid extremes of any kind: whether it's too much food, too much sun, or too much alcohol.

Copies of the pamphlet are available from the Alcoholism Council of Greater New York, 133 E. 62nd Street, New York, N.Y. 10021. In the meantime, if you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843 or 647-8804. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. □

What breast-feeding mothers should avoid

(From the Harvard Medical Newsletter, via the Foreign Service Medical Bulletin)

Listed below are certain drugs that are in common use and have been found to enter breast milk. The list is not intended to be comprehensive. It gives some examples and should remind the reader to consult her medical

care providers before taking any medication while breast-feeding her infant.

Caffeine: Although only small amounts pass into breast milk, caffeine is a potential cause of irritability and wakefulness.

Alcohol: Milk levels are approximately the same as simultaneous blood levels. Alcohol should be used with caution during the period of breast-feeding.

Opiates (morphine, codeine, Demerol): Can transfer into breast milk. Breast-feeding should be avoided for 3-4 hours after a dose is taken.

Aspirin: May inhibit the blood-clotting activity in the infant. Breast-feeding should be avoided for one hour after a dose.

Benzodiazepines: Pass into breast milk and may accumulate in infants. Avoid these medications if breast-feeding.

Barbiturates: Pass into breast milk and may cause sedation.

Acetaminophen: Small amounts are excreted into breast milk but appear to be harmless.

Theobromine: Contained in high amounts in chocolate and is invariably excreted into breast milk. Can produce irritability in sensitive infants.

Antihistamines, decongestants and bronchodilators: Many of these products used for colds or asthma have been associated with crying, poor sleeping and irritability when given to infants.

Cough syrups with iodine: May affect the thyroid function in infants and should be avoided.

Antibiotics: All antibiotics transfer into breast milk. They may induce alteration of the normal bacterial contents of the baby's large intestine.

Marijuana: The active ingredient is concentrated in the breast milk and presumably affects the infant's level of alertness.

Amphetamines and cocaine: Not generally recommended at any age. May cause poor sleeping and irritability in infants receiving them in breast milk.

Nicotine: Nicotine passed in breast milk may produce vomiting, diarrhea,

rapid heart rate and restlessness.

Cimetidine (Tagamet): May suppress stomach acidity in the infants and may also cause irritability and restlessness. Use should be avoided if breast-feeding.

Ergotamine: When taken for migraine by the mother, sufficient quantities may be passed to the infant to cause vomiting, diarrhea or convulsions.

It is never a good idea to start or stop a drug without consulting a doctor. During pregnancy and nursing, there are two "patients" to be considered whenever a drug is used and advice is doubly valuable.

Addendum (from State's Office of Medical Services): Of very special interest to Foreign Service personnel is the use of chloroquine (Aralen). Some amount of chloroquine is excreted in breast milk; however, not enough to protect the baby from malaria. Nursing mothers in malaria areas are to keep in close contact with their health units as to how much additional suppression is needed for their nursing infants. ■

Smart move.



Take stock in America.
Buy U.S. Savings Bonds.

Grievance Actions

Grievant wins in shipment weight case

(G-007(5))—The grievant, a new employee en route to his first post, married just prior to departure. He arranged for two air shipments from different states, where he and his wife's personal effects had been located. His shipment weight allowance was increased because of the marriage, but since new allowances were then going into effect with different effective dates, he mistakenly believed he was entitled to the new higher rate, when he had shipped before the cutoff date. Arriving at post, he received notification of overweight on the two air shipments, and responded by asking that certain items be diverted to sea freight and asking the agency for the total net weight of the air and sea shipments. The latter request received no response.

Two and a half years later, he was billed for the excess. He objected, stating that, had his request been answered, he would have stored sufficient weight in the United States to bring himself under the prescribed limits. The grievance board found the agency's failure to reply to his request central to his being able to make the proper decision on shipments, at a time before he was committed to the overweight, and that therefore the agency should bear the excess transportation charge. □

Rover loses claim for hardship pay

(G-008(5))—The grievant was an employee with duties as a rover specialist, while based at one central post in a region. He grieved against a regulation which requires a 42-day waiting period before a post hardship differential can be paid. He contended that this regulation was inequitable and discriminatory against rover personnel, who spend their entire tour on the road, while post differential may be paid to employees recruited locally from the date of entrance on duty.

The agency did not deny the grievance on its merits, but contended that it

was a matter not grievable within the statutory definition of grievable subjects. It suggested that, if inequity does exist in this area, the grievant might wish to consider working to have it corrected through the employee bargaining representative.

The board agreed, adding that the relief requested—a revision of standardized regulations based on the perception of unfairness in their content—is beyond the powers of the grievance board. □

Skill code ruling is upheld

(G-021(4))—The grievant complained of his failure to receive a skill code change from a panel, despite an earlier suggestion from the personnel office that it might be to his advantage to seek one. The evidence showed that, in nearly 20 years of service, he had changed skill codes once before, as he now sought to do again, but that he had asked for and obtained a number of generalist assignments, which had not clearly fallen within the pattern of a particular skill code or occupational cone.

The grievance board referred to that section of the Foreign Service Act which excludes from board consideration the judgment of a body, established by laws or regulations, which evaluates performance on a comparative basis, and it found no evidence that the panel's procedures were contrary to law or regulation. Accordingly, the

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and USIA. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE editorial staff.

board declined to overturn the panel's decision. □

Promotion again denied as boards reconvene

(G-030(4))—The grievant complained of his failure to receive promotion over a three-selection board period or a limited career extension from the last board. Prior to this period, a special review board had recommended that a certain inspector's evaluation report be removed from his personnel file, but this was not done. He complained of the prejudice resulting from the presence of that flawed report in his file for the three years, as well as the absence of two awards from his file.

The grievance board dismissed his contention as to the two awards: one because it dated back a number of years and he had had ample opportunity to note its absence and to seek its inclusion, and the second because, again, he could have actively sought its placement in his file. However, the board found that the retention of the flawed inspector's report in his file was a substantial error, which may well have contributed to his failure to receive a promotion or a limited career extension. Under the procedural rule established by the District Court case, *Reiner v. the United States*, the board found that the burden shifted to the agency to show that, even in the presence of this error on its part, the grievant would not have been promoted, or received the extension for the three years in question.

The agency then proceeded by reconstituting selection boards for the three years in question, which compared the grievant's file, with the objectionable material removed, with those of representative officers of his class who ranked as the last names on the list of those who were promoted in the year in question. For each year the reconstituted boards ranked the grievant below the last officers promoted, and the third one specifically declined to recommend him for a limited career extension. In a second and supplemental decision, the grievance board found

that the agency had met its burden of showing that, even in the absence of the error, the grievant would not have been promoted and would not have received a limited career extension. It accordingly denied his request for either. □

Employee resists shift, is suspended

G-041(4)—While the grievant's supervisor was absent because of illness, a vacancy arose in another section of the post, in a position normally filled by someone three grades junior to the grievant. The agency suggested to post that the grievant temporarily be detailed to this vacant position, pending dispatch of the replacement.

The grievant on several occasions resisted the detail, although he was ordered to report to the designated office in writing by various senior officers. The post finally asked the agency for guidance. The agency replied by suggesting disciplinary action in the form of a suspension. This was eventually ordered and the grievant appealed this disciplinary measure through the grievance procedure.

The board found the suspension justified and dismissed the grievance. □

Home service transfer allowance is questioned

G-056(4)—The grievant contested the agency's disallowance of certain claims for expenses incident to his transfer from post back to Washington. The questions presented were whether the applicable home service transfer allowance rate is the maximum per diem rate of \$50, and whether the cost of auto rental for family use is reimbursable under the miscellaneous expense portion of the allowance.

On the first issue, the board distinguished actual subsistence rates under domestic travel regulations, which may vary in different parts of the United States, from those authorized by the Standardized Regulations for the home service transfer allowance which is not an allowance for travel but rather one

for settling in after travel homeward has been accomplished. The board held that the \$50 maximum daily rate applies under the allowance. The board further held that the grievant was not entitled to be compensated for auto rental for personal use during the period his own car was in transit back from his post, distinguishing this form use for official business. □

Evaluation report is late, but promotion is denied

G-062(4)—The grievant charged that the omission of a review statement from his employee evaluation report (EER) and the late submission of that report to the selection board adversely affected his chance for promotion that year. As remedy, he requested promotion to the next higher grade.

The agency acknowledged that the report was late, but said it still arrived 17 days before the board completed its review of the officers in the grievant's competition group. Thus, the agency concluded, the board had sufficient time to evaluate and compete the grievant with his peers. The agency also acknowledged the absence of a review statement, but held that this did not substantially harm the grievant. The agency pointed out that selection boards' review of an officer's performance file covers a five-year span, and submitted that the review statement in question constituted only a small part of the EERs considered.

For the rating year in question, the grievant was mid-ranked. The agency explained that the selection board reviewed more than 250 officers in the grievant's competition group and recommended only 25% for promotion. Of those recommended, barely half were actually reached for promotion. The agency maintained that the premise that one such review statement, out of a total of five years of evaluative material, would have lifted the grievant from mid-rank to among those actually reached for promotion, was unconvincing. The agency added that, the foregoing notwithstanding, the absence of the review statement did con-

stitute a flaw to be remedied by an in-grade step increase, retroactive to the end of the subject rating year.

The board decided from the evidence in the record that the agency's errors in the preparation and submission of the grieved EER were not a substantial factor in the grievant's failure to be advanced. It denied the request for promotion, but endorsed the agency's offer of an in-grade step increase. □

Board criticizes 'half-truths'

G-089(4)—The grievant, an untenured career candidate, grieved a particular six-month evaluation, citing a complex set of circumstances then obtaining at the post with respect to his job assignment and the attitude toward him of his then supervising and rating officer. The grievance board, in a detailed analysis of the factual situation as presented by both the grievant and the agency, concluded that the report in question was inaccurate, incomplete and falsely prejudicial, and that it should be removed, and that the grievant's time-limited appointment should be extended by one year, to compensate for the time during which the contested evaluation report remained in the grievant's performance file and was reviewed by a commissioning and tenure board.

In arriving at this conclusion, the board noted that, to be falsely prejudicial, a report does not necessarily have to include manifestly and intentionally false statements which prejudice the rated employee; problems arise when the report contains half-truths and insinuations, where credits for good qualities are grudgingly given and heavily larded with words of limitation. Credit should be given for the time situation, the board said, and for improvement shown over time. Nor should lack of self-confidence be highlighted, when it appeared that the rating officer was largely responsible for such lack of confidence, it added. In short, the board said it considered the entire work atmosphere. ■

Education and Training

Schedule of courses at Foreign Service Institute

Program	Aug.	Sept.	Oct.	Length of course
Area studies				
Africa, sub-Sahara	11	—	6	2 weeks
Canada	—	—	27	1 week
East Asia	11	—	—	2 weeks
Latin America	11	—	6	2 weeks
Near East and North Africa	11	—	6	2 weeks
People's Republic of China	—	—	20	2 weeks
South Asia	11	—	—	2 weeks
Southeast Asia	11	—	6	2 weeks
USSR/eastern Europe	11	—	6	2 weeks
Western Europe	11	—	6	2 weeks
Language and advanced area courses				
Afrikaans	25	—	—	24 weeks
Amharic	25	—	—	24/44 weeks
Arabic (Egyptian)	25	—	—	24/44 weeks
Arabic (modern standard)	25	—	—	24/44 weeks
Arabic (western)	25	—	—	24/44 weeks
Arabic (modern standard)(advanced in Tunis)	4	—	—	12/15 mos.
Bengali	25	—	—	24/44 weeks
Bulgarian	25	—	—	24/44 weeks
Burmese	25	—	—	24/44 weeks
Chinese (standard)	25	—	—	24/44 weeks
Czech	25	—	—	24/44 weeks
Danish	25	—	—	24 weeks
Dari (Afghan Persian)	25	—	—	24/44 weeks
Dutch	25	—	—	24 weeks
Finnish	25	—	—	24/44 weeks
French	25	22	20	20 weeks
German	25	—	20	20 weeks
Greek	25	—	—	24/44 weeks
Hebrew	25	—	—	24/44 weeks
Hindi	25	—	—	24/44 weeks
Hungarian	25	—	—	24/44 weeks
Indonesian	25	—	—	32 weeks
Italian	25	—	20	20 weeks
Japanese	25	—	—	24/44 weeks
Japanese (advanced in Yokohama)	4	—	—	12/15 mos.
Korean	25	—	—	24/44 weeks
Korean (advanced in Seoul)	25	—	—	44 weeks
Lao	25	—	—	24/44 weeks
Malay	25	—	—	32 weeks
Norwegian	25	—	—	24 weeks
Pilipino (Tagalog)	25	—	—	24/44 weeks
Polish	25	—	—	24/44 weeks
Portuguese	25	—	20	24 weeks
Romanian	25	—	—	24 weeks
Russian	25	—	—	24/44 weeks
Serbo-Croatian	25	—	—	24/44 weeks
Spanish	25	22	20	20 weeks
Swahili	25	—	—	24 weeks
Swedish	25	—	—	24 weeks
Thai	25	—	—	24/44 weeks
Turkish	25	—	—	24/44 weeks
Urdu	25	—	—	24/44 weeks
Early morning language classes				
Arabic (mod. standard)	—	—	6	17 weeks
Chinese (standard)	—	—	6	17 weeks
French	—	—	6	17 weeks
German	—	—	6	17 weeks
Italian	—	—	6	17 weeks

(Continued on next page)

Courses are offered to State's people

The Graduate School, Department of Agriculture, which also serves State's and other U.S. employees, has scheduled courses in communications, editing and personnel work, as well as a three-day retirement planning seminar:

—*Communications workshops*— Speedreading, Tuesday and Thursday, 9 a.m.–noon, July 8–31; October 14–November 6; next April 7–30; for those who want to "double or triple" their reading speed while improving comprehension, retention and recall. Report writing, Monday, Wednesday and Friday, 9 a.m.–noon, September 21–October 7; October 15–31; February 23–March 11, 1987. Effective listening, 9 a.m.–4 p.m., July 9; September 22; January 21; next April 7 and July 21.

—*Editing workshop*—Tuesday and Thursday, July 8–31, 1 to 4 p.m.; September 16–October 9; and November 18–December 16, 9 a.m.–12 noon. The workshop is for secretaries and administrative assistants.

—*Personnel workshops*— Basic employee development and training, Monday to Friday, 9 to noon, July 21–25; September 15–19; February 9–13 and next July 13–17; an introduction to the roles, functions and responsibilities of employee development personnel in the Government. Basic employee and labor relations, Monday to Friday, 9 a.m.–4 p.m., September 15–19; December 1–5; next April 20–24. →

Secretaries as managers

The Foreign Service Institute is offering a management skills seminar for secretaries, at the Westpark Hotel in Rosslyn, July 16–18, 9 a.m.–5 p.m. The course will also cover human relations and career objectives. Foreign Service and Civil Service secretaries starting at GS-7 and the equivalents are eligible. For information, call 235-9404 or your bureau training officer. □

EDUCATION AND TRAINING

—**Retirement planning**—The sessions will be held 9 a.m.–4 p.m., August 6–8; November 19–21; March 4–6, June 3–5 and September 2–4, 1987. The seminar will discuss such topics as personal attitudes and adjustments in retirement, Civil Service annuity benefits, financial planning, social security system benefits, and health and social aspects of retirement. □

'Tips on Traveling': see the videotape

A "Tips on Traveling" videotape has been produced by the Department's Bureau of Diplomatic Security, the Overseas Briefing Center and the Family Liaison Office. It gives pointers on preparations before departure, precautions to take at the airport and behavior in the event of an incident.

Other tapes in the series are "Living With the Threat of Terrorism," "Managing Children During a Crisis" and "Managing Before, During and After a Crisis." All the tapes are available for viewing at overseas posts and at the Foreign Service Institute. □

Economics course

The Foreign Service Institute is offering a 5-week course, "Contemporary Economics and Quantitative Analysis," July 14–August 15, from 9 a.m. to 4 p.m. It will cover basic economic theory, international economics and elementary statistics, with applications to the policy process. Employees in grades FO–1 through 4, GS–11 through 15 and FP–1 through 4 are eligible. For information call 235-8794. ■

International radio panel to meet

Study Group 4 of the U.S. Organization for the International Radio Consultative Committee will meet on July 3 in the first-floor theater, Communications Satellite Corp., 950 L'Enfant Plaza, Washington, at 9:30 a.m. The group deals with matters relating to systems of radio communications for the fixed service using satellites. □

—(Continued from preceding page)

Program	Aug.	Sept.	Oct.	Length of course
Portuguese	—	—	6	17 weeks
Russian	—	—	6	17 weeks
Spanish	—	—	6	17 weeks
Administrative training				
Administrative functional intensive	4	—	—	4 weeks
Budget and financial management	4	2	6,27	38 days
General services operations	18	8,29	20	35 days
Personnel training	18	8,29	20	25 days
**Coping with violence abroad	4,11, 18,25	2,15, 22,29	6,14, 20	1 day

**This course used to be available on a walk-in basis. You must now preregister.

Economic and commercial training				
Orientation to overseas economic function	4	—	—	2 weeks

Information resources management				
Information systems studies program	—	2	—	22 weeks

Consular training				
ConGenRoslyn basic consular course				Pre-registration required for: Continuous enrollment: 26 days
Consular orientation program				Continuous enrollment: 6 days
Immigration law and visa operations				*Correspondence course
Nationality law and consular procedure				*Correspondence course
Overseas citizens services				*Correspondence course
Passport examiners				*Correspondence course

Executive development				
*Deputy chiefs of mission	1	—	—	2 weeks
Inspectors' management training	—	15	—	5 days
Inspectors' training seminar	—	2,4	—	2 days
Program directors' management seminar	—	—	22	3 days
Supervisory studies seminar	—	—	15	5 days
Washington trade craft	18	22	—	2 weeks

*By invitation only

Political training				
Executive-congressional relations	—	—	6	1 week
Foreign affairs interdepartmental seminar	—	15	—	2 weeks
*Political trade craft	—	2	—	3 weeks

*For assigned State Dept. officers only

Orientation				
Orientation for Foreign Service officers	—	22	—	9 weeks
Orientation for Department officers	4	29	27	2 days
Orientation for Foreign Service personnel	4	29	27	1 week
Department clerical orientation	4	15	6	7 days

Foreign Service secretarial training				
Foreign Service secretarial refresher/re-entry	25	—	20	7 days
First-time ambassador's secretary's briefing				Schedule arranged Individual

Communication skills				
Career development seminar (GS-6 and below)	—	23	—	5 days
Management seminar on EEO	—	19	—	1 day

Clerical skills				
Department correspondence				Schedule arranged Individual
Managing words (word processing trn.)				Schedule arranged Individual
OCR telegram preparation workshop				Schedule arranged Individual
Preparation of travel vouchers				Schedule arranged Individual
Workshop for speed and accuracy	—	—	6	30 hrs.

Workshops for managers				
Effective oral communication for managers	—	29	—	18 hrs.
Effective writing for managers	—	—	7	24 hrs.
Notetaking for managers				Schedule arranged (Ind., on request) ■

Diplo-Croctic No. 37

BY CAROL BECKER
Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Croctic No. 36" appeared in the April issue; the solution was in the May STATE.)

10	2E	3P	4D	5A	6J	7I	8M	9C	10R	11M	12V	13F	14D	15U	16S	17B	18D
19T	20N	21J	22F	23W	24P	25C	26A	27H	28C	29L	30V	31D	32H	33J	34M	35X	
36S	37K	38G	39O	40L	41F	42V	43P	44A	45U	46Y	47T	48Q	49W	50A	51C		
52L	53J	54F	55P	56E	57R	58Y	59B	60K	61G	62D	63T	64V	65S	66E			
67R	68B	69Z	70P	71Q	72D	73J	74C	75E	76X	77T	78Z	79K	80D	81B	82M		
83J	84U	85X	86W	87J	88Y	89H	90C	91E	92B	93M	94K	95U	96V	97E			
98F	99C	100U	101I	102O	103V	104Y	105E	106I	107O	108K	109Z	110E	111P	112M			
113S	114M	115S	116J	117I	118D	119Q	120M	121P	122P	123J	124E	125I	126U	127O	128M	129T	130N
131Z	132F	133Y	134M	135I	136P	137K	138A	139G	140N	141V	142R	143F	144C	145U			
146V	147N	148J	149Z	150H	151D	152A	153S	154X	155G	156D	157I	158W	159W	160Z	161G	162N	163L
164U	165D	166Y	167K	168C	169P	170V	171A	172W	173X	174B	175O	176D	177P	178W	179F	180V	
181W	182T	183Q	184S	185H	186O	187W	188G	189M	190Y	191P	192I	193V	194Y	195H	196F	197Y	
198I	199K	200H	201G	202T	203Y	204K	205Q	206T	207P	208M	209G	210N	211I	212L	213D	214H	
215K	216Z	217Y	218B	219P	220O	221Z	222W	223N	224A	225W	226Y	227R	228O	229P	230N	231J	232A

DEFINITIONS

WORDS

A. Daughter to Brabantio	138	5	44	232	224	50	171	26	152	
B. 'Tis an _____ thing to play with souls" (<i>Browning</i>)	218	68	81	59	92	17	174			
C. A gentleman of Verona	9	25	74	51	99	28	90	168	144	
D. Language family that includes German, Slavic, and Iranian	18	4	31	165	14	118	151	72	213	176
E. Brother to Malcolm	56	110	91	2	66	75	124	97	105	
F. A people of South Africa	143	98	13	41	54	132	22	196	179	
G. With WORD M, story of Helena and Bertram	155	188	201	61	38	209	139	161		
H. Horticultural foundation in Delaware	200	185	89	150	32	214	195	27		
I. Surname of Henry IV	117	135	79	7	192	106	198	125	101	211
J. Year Ohio joined the Union	21	33	6	123	83	148	231	53	116	87
K. Friend to Celia	215	204	108	60	137	167	37	94		
L. "I like that ancient _____ phrase which calls the burial ground God's Acre" (<i>Longfellow</i>)	212	40	163	29	52					
M. See WORD G	128	114	189	112	82	208	93	11	134	8
	34	120								

DEFINITIONS

WORDS

N. Officially vouch for	162	210	20	130	140	147	223	230		
O. General to Duncan	186	107	1	102	228	156	38			
P. Metaphor for colorful noisy confusion	121	207	219	177	55	3	191	24	169	122
Q. Narrator of 1884 novel	71	205	127	175	183	119	220	48		
R. What to do with arugola or radicchio	57	67	142	10	227					
S. A fitting that allows connection between dissimilar equipment	115	153	65	16	113	36	184			
T. Verona family	182	63	19	77	202	206	47	129		
U. Susceptible to acoustic stimulation	126	145	15	95	100	84	164	45		
V. Story of Viola and Sebastian	96	170	103	30	194	64	180	146	12	193
W. First course in Chinatown	181	222	49	225	159	86	187	158	23	172
X. Attendant to Hero	76	85	35	154	173	199				
Y. Suburb of San Francisco	203	226	133	166	46	88	58	217	104	197
Z. Autonomous	69	160	109	78	149	131	216	221		

Disciplined Writing and Career Development

Junk all those jerry-built sentences

'A good sentence . . . is the product of design'

BY MORTIMER D. GOLDSTEIN

A SENTENCE should accurately communicate a grammatically self-sufficient unified idea. It may reflect a flash of inspiration, or convey a brilliant thought, or contain a witty phrase, or employ an illuminating figure of speech. But whatever its origins, content or style may be, a sentence will probably not serve its purpose unless, when finished, it represents the deliberation of the writer. A good sentence, in other words, is the product of design.



Mr. Goldstein

As I wrote in last November's installment, the first and critical step in good sentence design is the selection of an independent subject-verb combination to serve as a foundation. The clearer and more direct the relationship between the subject and the main verb, the more secure will be the structure and the meaning of the sentence.

With a firm subject-verb foundation, you have a choice of the way to proceed. The usual way is to start out with the main thought and follow with secondary ideas and explanations; the alternative is to reverse that order, leaving the main idea to provide the final punch of the sentence. The main-idea-first statement is known as the loose sentence; the main-idea-last statement is known as the periodic sentence.

Note that the word "loose" isn't meant to be derogatory. In fact, the loose sentence may be regarded as the more natural form of English expression.

This is the 16th installment in this series by Mr. Goldstein, a retired member of the Policy Planning Staff.

The loose sentence

Consider this loose sentence, taken from an imagined press release:

The President announced his long-awaited counter-inflationary program during this morning's regular White House press conference, where he was accompanied by the Secretary of the Treasury and the chairman of the Council of Economic Advisers.

The sentence begins with its real subject closely followed by its



real verb, then by the object and an accumulation of related details. The sentence is so constructed that it would be possible to end it with grammatical propriety at several intermediate points—after the words "program," "conference" or "Treasury."

You generally use the loose sentence in relaxed speech and casual writing. If a sentence of that kind is constructed with a little care, it should be easy to understand. However, it may provide little emphasis or tension. When you speak, you can supply those elements by tone of voice, tempo, gestures and the like. But when you write, such devices aren't available to you, and loose sentences on paper may seem dull and flaccid.

Though you use the loose sentence for much of your writing, you

must guard against its pitfalls. The loose sentence seems so easy to construct that the cumulative process may get out of hand and make the sentence too long for comfort. And as Strunk and White's ever-popular "The Elements of Style" points out, a succession of loose sentences, especially those consisting of two coordinate clauses, may become monotonous and sing-song.

A loose sentence containing a series may be ambiguous when it ends in a modifying phrase. Thus:

The U.S. economy is being stimulated by the depreciation of the dollar against other currencies, the decline in U.S. interest rates and the sharp fall in the prices of petroleum products in many states.

The significance of "in many states" is unclear. If the phrase is intended to modify all three elements in the sentence, it should start the sentence; if it's supposed to modify just the last one, it belongs after "and." The sentence would read: ". . . and, in many states, the sharp fall in the prices of petroleum products."

You also need to beware of the loose sentence that ends in a long modifier, as in this example:

We should send the text of the report to each of our NATO partners after the White House clearance and before release to the press.

That sentence seems to fade out after the main clause. You can make the sentence more forceful if you put the emphasis where it often is most effective, at the end of a sentence. Note the change when the modifiers precede the main clause: "After White House clearance of the report and before its release to the press, we should send. . ."

The periodic sentence

The periodic sentence can be illustrated by revising the example

of the loose sentence shown earlier:

During this morning's regular White House press conference, the President, accompanied by the Secretary of the Treasury and the chairman of the Council of Economic Advisers, announced his long-awaited counter-inflationary program.

In the revised example, the two characteristics of the periodic sentence are clear: the main idea is revealed at its end rather than its beginning, and the sentence can't be stopped before its end without losing its grammatical integrity.

Since the meaning of the periodic sentence isn't revealed at the outset, it keeps the reader in suspense and is likely to be more interesting than the loose sentence. On the other hand, if it becomes complicated as well as suspenseful, its full meaning may be hard to grasp.

As you no doubt now appreciate, the periodic sentence, particularly if it's frequently used, may strike the reader as formal, even artificial or contrived. That's not the impression you want to create. So, though you need the variety, emphasis and interest that periodic sentences can provide, you should use them with restraint and review them with a sharp eye. You may fall in love with the intriguing possibilities of periodic construction—especially intricate periodic construction. But resist. The loose sentence is the staple of intelligible English, and a writer who seeks quick comprehension will use it most of the time.

Periodic sentence: other qualities

Variety, emphasis and interest aren't the only qualities available in the periodic sentence. It may also be used to improve the linkage, flow and clarity of a loose sentence.

● First, you can rearrange a loose sentence to improve its linkage:

We expect our allies eventually to concur in the proposed reallocation of the expenses of the headquarters notwithstanding the foregoing arguments.

Since the final phrase is pointing to the preceding substance (not shown here), you could provide a better linkage in this revision: "Notwithstanding the foregoing arguments, we expect our allies eventually to concur. . ."

● Next, you can eliminate an awkward construction caused by a long prepositional phrase in mid-sentence:

The negotiators were confronted by a demand from the representatives of the producing countries in the closing days of the conference for an increase in the guaranteed price.

You can smooth out the flow by moving the awkward phrase forward: "In the closing days of the



conference, the negotiators were confronted by a demand from representatives. . ."

● The following loose sentence contains a "not . . . because" construction that's often ambiguous.

He did not welcome the assignment because of family considerations.

The writer probably intended to say what is more clearly conveyed by this statement: "Because of family considerations, he did not welcome the assignment." It's conceivable, however, that the writer meant: "He welcomed the assignment, though not because of family considerations (but for other reasons)."

● In the next example, adding two ideas to the main clause creates an ambiguity that perhaps can be dispelled on second reading. But as you know by now, a good writer doesn't require his reader to read twice.

George Roberts announced his retirement after having served in XYZ for 29 years to the regret of his colleagues around the world.

Did Roberts' colleagues regret his retirement or his long service? A periodic arrangement, by separating the sources of confusion, would clarify the meaning. Thus: "To the regret of his colleagues around the world, George Roberts announced his retirement after having served. . ."

A warning

A latent hazard in composing a periodic sentence is the "dangling modifier." The reader subconsciously tends to attach a modifier to the nearest substantive word. When a modifier precedes what it modifies—and that often happens in a periodic sentence—you must be sure that the target of the modifier is unmistakable. Otherwise you may appear absurd or mislead your reader. Two examples:

Dangling: Though concentrating on the tensions of the Middle East, problems in other areas have not been neglected.

Corrected: Though concentrating on the tensions of the Middle East, the seminar has not neglected problems in other areas. *Or:* The seminar, though concentrating on the tensions of the Middle East, has not neglected problems in other areas.

The seminar, not the problems, did the concentrating.

Dangling: To benefit from the lessons in these articles, they must be applied on the job. *Corrected:* To benefit from the lessons in these articles, readers must apply them on the job. *Or:* to provide genuine benefit, the lessons in these articles must be applied on the job.

The first correction shows that the benefit goes to the readers. The alternative shows that the benefit comes from the lessons. The original statement confuses the relationship; either of the alternatives clarifies it.

NEXT: Overcompression. ■

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by Mortimer D. Goldstein)

Post of the Month: Managua

THIS CAPITAL CITY is in western Nicaragua, the Central American country bordered by Honduras on the north and Costa Rica on the south. Foreign Service employees there and their families are featured here as part of STATE's continuing series.

Mural on telephone building depicts facets of the revolution.



Receptionist *Jennifer Downs*.

A street in historic Masaya.



Deputy chief of mission *Stephen R. Gibson* with Marine security guard *Ronald Biggs*.



Vendors at market in León.

Communications officers *Larry Boes, Jim Rousseau, center, and Bob Cumming, right.*



Inside ruins of the Managua Cathedral, from left: political officer *T.J. Rose*, general services officer *Bill McIlhenny*, vice consul *Gary Grappo*, political counselor *Garett Sweany.*



San Jeronimo Church, in Masaya.



General services officer *Buddy Williams* and wife *Suzana*, after a dive at Lake Apoyo.

POST OF THE MONTH: MANAGUA

A street in Granada, the country's largest city.

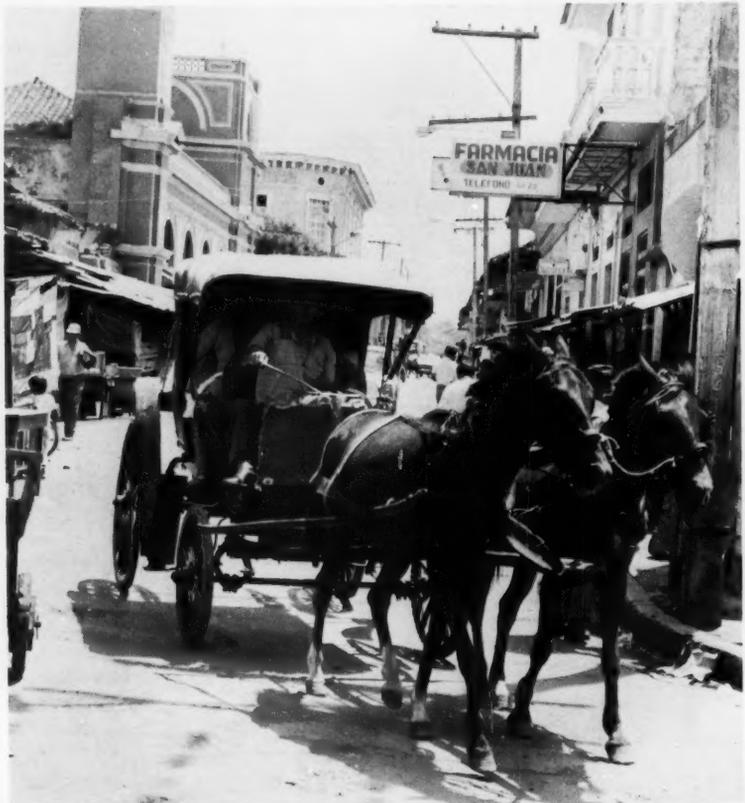


Becky Grappo and daughter Michelle.



Foreign Service national *Lucy Rizo*, head of the budget and fiscal office.

A common form of transportation in Granada, the largest city in Nicaragua.





A 19th-century government building in Granada.

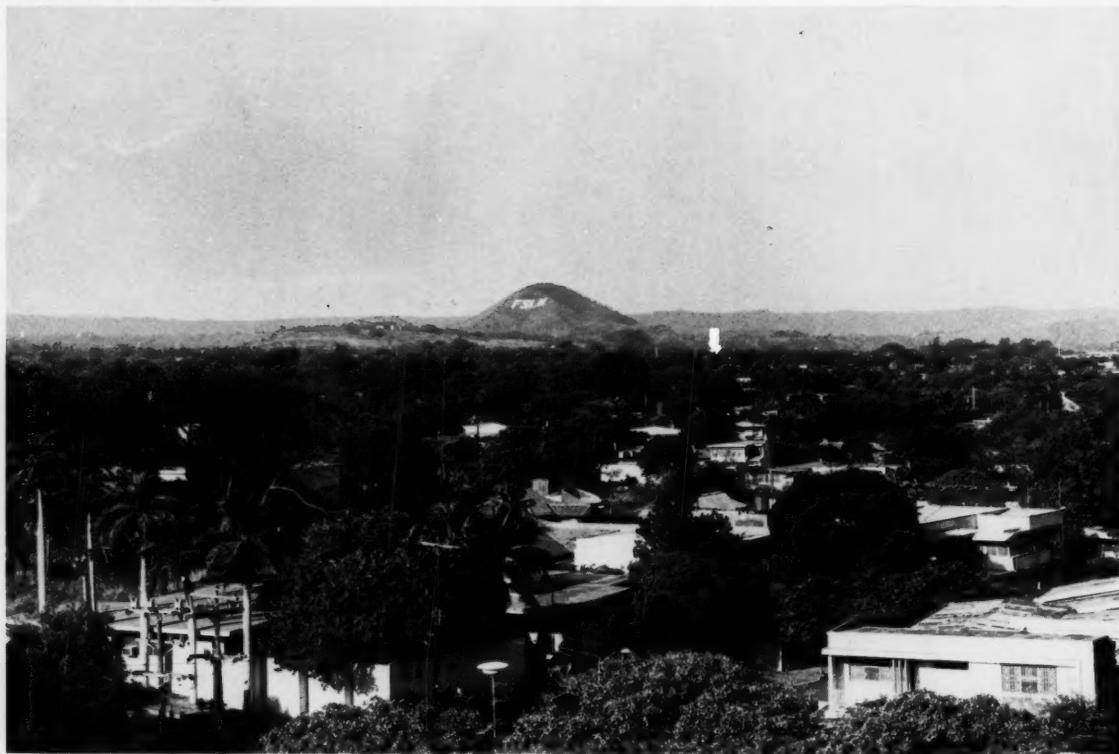
Ruins of the Managua Cathedral, which was destroyed by an earthquake in 1972.

Ambassador *Harry Bergold*, left, with embassy officer *Janet Crist*, right, and *Gordon Sumner*, special adviser to the assistant secretary for inter-American affairs.



POST OF THE MONTH: MANAGUA

A residential area in Managua.



A vendor at the Masaya marketplace.



Marine security guards, from left: *Jim Harris, Robert Pelton, John Welch.*

Revolutionary billboard among ruins in downtown Managua.



Economics specialist *Diana Paguaga*, left, and economic/commercial assistant *Maribel Diaz*, in the commercial library.



Community liaison office coordinator *Peter Siegwald*, left, and assistant public affairs officer *John Roney* are stagehands for a USIA presentation at a local theater.



Translator *Pauline Frixione*, left, with economic secretary *Kay Bebout*.

POST OF THE MONTH: MANAGUA



Downtown Managua.



Personnel officer *Burton Allen*, left, with regional security officer *David Manley* and political secretary *Patricia Martinez*. ■

Personnel: Civil Service

Promotions

GG-8

Buford Jr., Robert Lee, U.S. Mission to the United Nations

Lo Monaco, Michael B., U.S. Mission to the United Nations

GG-9

Mylko, Yuriy, Foreign Service Institute, North and East European Languages

GG-10

Keeck Jr., Walter R., U.S. Mission to the United Nations

Wuollet, Richard D., U.S. Mission to the United Nations

GG-11

Amaral, Luiz L., U.S. Mission to the United Nations

Bethavas, George S., U.S. Mission to the United Nations

GG-13

Colgan, William E., U.S. Mission to the United Nations

Shearouse, Susan M., U.S. Mission to the United Nations

Wheatley, Mark E., Foreign Service Institute, Economic and Commercial Training

GM-13

Collier, John A., Foreign Service Institute, Audio-Visual Facility

GM-14

Stratton Jr., Arthur P., Under Secretary for Management, Executive Office

GS-3

Buck, Zeta L., Bureau of Personnel, Senior Officer Division

Feurig, Carolyn J., Diplomatic Security, Philadelphia Field Office

GS-4

Arroyo, Lisa M., Passport Agency, Los Angeles

Carter, Fonda Y., Bureau of



INTER-AMERICAN AFFAIRS—Assistant Secretary **Elliott Abrams**, right, presents group Superior Honor Award to

Miami despatch agent **Gerald L. Writt**, in recognition of service to bureau employees by the despatch staff.

Consular Affairs, General Services Branch

Jenkins, Darlene M., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Jones, Bonita Y., Passport Agency, Los Angeles

Kent, Angie J., Passport Agency, San Francisco

Loines, Dean M., Office of Communications, Diplomatic Mail and Pouch Branch

Marshall, Valerie L., East Asian and Pacific Affairs, Office of the Executive Director

Mulford, Elizabeth A., Passport Agency, Boston

Richards, Sarah E., Diplomatic Security, Los Angeles Field Office

Smith, Vanessa E., Passport Agency, New Orleans

Whitehead, Kim M., Passport Agency, Stamford

Yacob, Jami A., Office of the Coordinator for Public Diplomacy for Latin America and the Caribbean

GS-5

Burruss, Julia M., Intelligence and Research, Office of the Geographer

Chambers, Patricia J., Office of the Ambassador-at-Large for Counter-Terrorism

Christopher, Michelle E., Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Cohen, Melva, Passport Agency, Boston

Courts, Cynthia A., Administration, Financial Management Division

Ettleman, Greg F., Information Systems Office, Systems Design and Programming Division

Fridinger, Tracy H., Foreign Service Institute, Personnel Office

Guroff, Katharine S., European and Canadian Affairs

Henderson, Lena E., Near Eastern and South Asian Affairs, Economic Staff

Jackson, Diane Lanette, Economic and Business Affairs, Aviation Programs and Policy Division

Johnson, Mary E., European and Canadian Affairs, Office of the Executive Director

Keller, Cecilia A., Foreign Service Institute, Language Laboratory

Laine, Andrew J., Office of Communications, Communications Security Division

Montague, Carol A., Office of Communications, Networks Branch

Moore, Bette L., Office of the Deputy Assistant Secretary for Operations, Reference Section

Motley, Cynthia J., Bureau of Personnel, Employment Division

Noaks, Shirley N., Office of the Deputy Assistant Secretary for Operations, Reference Section

Pulley, Terance W., Inter-American Affairs, Office of Executive Director

St. Clair, Amy R., Administration, Personnel Management Division

GS-6

Cotter, Kathleen A., Diplomatic Security, San Francisco Field Office



ADMINISTRATION—Office of Overseas Schools director Ernest N. Mannino presents cash award to his secretary, Doris M. Boone, for her performance. (Photo by Doris I. Alston)

Johnson, Carolyn D., European and Canadian Affairs, Office of the Executive Director

King, Nickie D., Office of the Secretary, Information Management Section

Miles, Cynthia R., Public Affairs, Correspondence Management Division

Nichols, Marie E., Administration, Personnel Management Division

Pegues, Joselyn S., Visa Services, Legislation and Regulations Division

GS-7

Adams, Patricia M., Office of the Under Secretary for Security Assistance, Science and Technology

Bacon, Barbara A., Foreign Affairs Information Management Center, General Editing Section

Benjamin, Jessie M., West African Affairs

Bentley, Georgeana, Intelligence and Research, Strategic Forces Division

Braxton, Constance, Diplo-

matic Security, Dignitary Protection Division

Burton, Pamela A., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Cunningham, Kimdra L., Financial Operations, Data Input and Control Branch

Diggs, Patricia A., Legislative and Intergovernmental Affairs

Drugan, Paul M., Passport Agency, Boston

Flanagan, Ellen M., Personnel, Functional Bureau Division

Halprin, Cynthia A., Office of Supply, Transportation and Procurement, Supply Liaison Branch

Hannon, Kathrine E., Economic and Business Affairs, Office of Energy Consumer-Country Affairs

Holly, Rene M., Passport Agency, Washington

Jackson, Brenda D., Intelligence and Research, China Division

Jackson, Michael M., Foreign Affairs Information Management Center

King, Gametta D., Intelligence and Research, Commissioned Research Division

Pendleton, Tywana R., Economic and Business Affairs, Office of International Finance and Development

Pianka, Kathleen A., Diplomatic Security, Freedom of Information and Privacy Act Division

Royster, Timothy R., Diplomatic Security, Applicant Branch

Sheerin, Daniel P., Inter-American Affairs, Office of Executive Director

Tucker, Sharon, Consular Affairs, General Services Branch

Whiddon, Gloria A., Oceans and International Environmental and Scientific Affairs, Office of Environmental and Health Affairs

GS-8

Butler, Irish, J., Intelligence and Research, Office of Economic Analysis

Hamilton, Linda S., Inter-American Affairs, Office of Press and Public Affairs

Jungfleisch, Joan M., Office of Protocol, Diplomatic and Consular Liaison Division

Lawson, Connie L., Office of the Assistant Legal Adviser, East Asian and Pacific Affairs

Minor, Gwendolyn E., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Perry, Otis, Office of Communication, Message Preparation and Cryptographic Section

GS-9

Brown, Carol A., Intelligence and Research, Personnel Office

Howard, Elizabeth, Passport Agency, Chicago

Jackson, Karen M., Foreign Affairs Information Management Center, Informa-

tion Access Branch

Lee, Gloria J., Office of the Under Secretary for Management, Administrative Services Division

Michaud, M. Grace, Overseas Citizens Services, European Services Division

Moss, Bonnie L., Diplomatic Security, Administrative Services Division

O'Dowd, Stephen P., Diplomatic Security, Threat Analysis Division

Pusateri, Karen W., Passport Agency, New Orleans

Tengan, Jamie L., Passport Agency, Los Angeles

GS-10

Flynn, Ilona L., Passport Agency, Washington

Money, Brenda M., Passport Agency, Philadelphia

GS-11

Butler, Jesse H., Foreign Affairs Data Processing Center, Production Control Section

Mattox, Robert W., Information Systems Office, Systems Design and Programming Division

McCormick, Eileen E., Public Affairs, Regional Programs Division

McElhane, Samuel H., Office of the Secretary, Information Management Section

Niemtzow, Jacquelin L., Office of the Deputy Assistant Secretary for Operations, Translating Division

Ponting Jr., Harry T., Intelligence and Research, Office of Analysis for Inter-American Affairs

GS-12

Adams, Juanita D., Bureau of Public Affairs, Editorial Division

Baker, Rabb S., Office of the Deputy Assistant Secretary for Operations, Office of Facilities Management and Administrative Services

Bash, Thomas A., Foreign Service Institute, Audio Visual Facility

- Castleman III, Samuel T.**, Office of Protocol, Visits Division
- Clarke, Jimmy N.**, Office of Communications, Facilities Engineering Branch
- Cook, Janis D.**, African Affairs, Office of the Executive Director
- Duncan, Jean A.**, Diplomatic Security, Personnel Management Division
- Easley, Cheryl D.**, International Organization Affairs, Office of U.S. Budgetary Presentation/Payments
- Hulihan, Siobhan R.**, Office of Foreign Buildings, Acquisitions Division
- GS-13**
- Copeland, Susan L.**, Office of the Comptroller, Office of Resource Planning and Management
- McAdoo, Scott D.**, International Narcotics Matters, Financial Plan and Budget Execution Division
- O'Berry, Daniel E.**, Financial Operations, General Accounting and Reports
- Raboin, Michael F.**, Office of the Assistant Legal Adviser, International Claims
- GS-15**
- Donoghue, Joan E.**, Office of the Assistant Legal Adviser, Inter-American Affairs □
- Appointments**
- Abercrombie, Timothy A.**, Passport Agency, Office of Citizenship Appeals and Legal Assistance
- Aboudou, Wabi S.**, Foreign Service Institute, School of Language Studies
- Anderson, Cynthia Y.**, International Organization Affairs, Office of Administrative Services
- Aoki, Steven**, Near Eastern and South Asian Affairs, Regional Affairs and Liaison with Multinational Force and Observers
- Arrington, Kelvin L.**, Office of the Deputy Assistant Secretary for Operations, Exhibits and Electronic Section
- Atayi, Solomon A. M.**, Foreign Service Institute, School of Language Studies
- Baker, Sonya D.**, East Asian and Pacific Affairs, Office of Executive Director
- Blake, Kathleen P.**, International Organization Affairs, Office of Administrative Services
- Bowles, Barbara R.**, Karachi
- Brasacchio, Barbara A.**, Diplomatic Security, Case Control and Processing Branch
- Buckbee, Betty**, Passport Agency, Correspondence Branch
- Carroll, Patricia M.**, European and Canadian Affairs, Office of the Executive Director
- Chandler, Patricia M.**, Foreign Affairs Information Management Center, Information Access Branch
- Chiles, Ronald P.**, Passport Agency, New Orleans
- Cleto, Lilibeth G.**, Foreign Service Institute, School of Language Studies
- Coates, Leon D.**, Office of Supply, Transportation and Procurement
- Coburn, Charles H.**, Foreign Affairs Information Management Center, Information Access Branch
- Colon, Gloria M.**, Passport Agency, New York
- Cook, Raphael L.**, Foreign Affairs Information Management Center, Information Access Branch
- Coulon, Rita C.**, Passport Agency, New Orleans
- Dean Jr., Daniel J.**, Office of Supply, Transportation and Procurement
- Dennessen, Mary T.**, Passport Agency, Boston
- Dyess, Chandler J.**, East Asian and Pacific Affairs, Office of the Executive Director
- Dyson, Renette N.**, Passport Agency, New Orleans
- Edwards, Patricia A.**, Foreign Service Institute, Office of the Registrar
- Elgibali, Mahmoud**, Foreign Service Institute, Department of Asian and African Languages
- Esener, Sema**, Foreign Service Institute, Department of Asian and African Languages
- Evans, Alan K.**, Office of Financial Systems Development
- Fletcher, Sherri L.**, Passport Agency, Manual Records Branch
- Foster, Stephanie K.**, Passport Agency, Automated Records Branch
- Fretts, Bruce A.**, Consular Affairs, General Services Branch
- Friedt, Heidi K.**, European and Canadian Affairs, Office of the Executive Director
- Gershenson, Cecilia A.**, Executive Secretariat, Office of the Executive Director
- Goga, Constantin**, Passport Agency, New York
- Gregorio, Robert P.**, European and Canadian Affairs, Office of the Executive Director
- Gregorio, Thomas P.**, Consular Affairs, Systems Applications Staff
- Hahn-Rollins, Dolores L.**, Foreign Service Institute, Curriculum and Staff Development
- Haley, Prentice L.**, Passport Agency, Automated Records Branch
- Harris, Donald L.**, Politico-Military Affairs, Office of Executive Director
- Hartig, John H.**, International Joint Commission
- Head, Shauna F.**, Passport Agency, Manual Records Branch
- Hipsley, Kyle K.**, International Boundary Commission United States and Canada
- Holladay, J. Douglas**, African Affairs
- Hopper, Paul T.**, Office of the Deputy Assistant Secretary for Operations, Translating Division
- Hughes, Freddie J.**, African Affairs, Office of the Executive Director
- Hughes, G. Phillip**, Politico-Military Affairs
- Hughes, Keith**, Office of Supply, Transportation and Procurement
- Jackson, Janice D.**, Financial Operations, Domestic Accounting Branch
- Johnson, Erika L.**, Foreign Affairs Information Management Center
- Joy, Michele R.**, Bureau of Personnel, Office of Management
- Kartseva, Zhanna J.**, Foreign Service Institute, School of Language Studies
- Kennedy, Loretta G.**, Office of Communications, Foreign Operations Division
- Kinlaw, Nancy**, Jerusalem
- Lanza, Anthony R.**, Administration, Overseas Schools.
- Lanzillo, Elizabeth L.**, Public Affairs, Office of the Executive Director
- Lapcevic, Vera**, Foreign Service Institute, School of Language Studies
- Leach, Rhonda M.**, Office of Supply, Transportation and Procurement
- Linn, Sheila**, Office of Communications, Mail and Pouch Branch
- Lochner, John V.**, Consular Affairs, Overseas Citizens Services
- Massey, Brenda N.**, Foreign Affairs Information Management Center, Publishing Services Division
- McCoy, Troy I.**, Office of Supply, Transportation and Procurement
- McDonald, John K.**, Office of Supply, Transportation and Procurement
- McMahon, Brian J.**, Passport Agency, Manual Records Branch
- Merrigan, Sandra E.**, Foreign Affairs Information Management Center
- Miles, Patricia L.**, Copenhagen

PERSONNEL: CIVIL SERVICE

- Morse, Dexter A.**, Foreign Affairs Information Management Center
- Morton, Angela C.**, Passport Agency, Automated Records Branch
- Park, Howard C.**, Financial Operations, Reimbursement Accounts Section
- Perez, Sylvia T.**, Stuttgart
- Phillips, Chester E.**, Bureau of Personnel, Office of Management
- Plummer, Gary L.**, Office of Supply, Transportation and Procurement
- Pridgen, Marguerite E.**, Office of Supply, Transportation and Procurement
- Roberson, Darryl K.**, Foreign Affairs Information Management Center
- Robinson, Wayne P.**, Office of Supply, Transportation and Procurement
- Rollins, Robert S.**, Office of Supply, Transportation and Procurement
- Ruiz, Roberto R.**, Passport Agency, Automated Records Branch
- Scarborough, Jean S.**, Office of Supply, Transportation and Procurement
- Scott, Joseph L.**, Foreign Affairs Information Management Center
- Semakis, Florence M.**, Foreign Affairs Information Management Center
- Semakis, Katherine**, East Asian and Pacific Affairs, Office of the Executive Director
- Simpson, Karl A.**, Foreign Affairs Information Management Center
- Smith, Nathaniel**, Passport Agency, Boston
- Spicer, Ross P.**, Office of Supply, Transportation and Procurement
- Starr, Jeffrey M.**, Office of Special Adviser to the Secretary for Arms Reduction Negotiations
- Taylor, Lorri A.**, Foreign Affairs Information Management Center
- Thompson, Pamela C.**, Passport Agency, New Orleans
- Tipton, Alzada J.**, Passport Office, Office of Citizenship Appeals and Legal Assistance
- Tolson, Kristin A.**, Office of Overseas Schools
- Tweedy, Bryan D.**, Office of Comptroller, Pre-Assignment Center
- Van Der Veen, Stella**, Foreign Service Institute, School of Language Studies
- Velez, Carlos E.**, Passport Agency, New York
- Verrier, Michele**, Visa Services, Communications and Records Division
- Wayt, Martha F.**, African Affairs
- Weaver, John W.**, Foreign Affairs Information Management Center
- Wiater, Kevin C.**, Passport Agency, Boston
- Wilson, Joseph H.**, Foreign Affairs Information Management Center
- Woodward, Susan W.**, Consular Affairs, Visa Services □
- Reassignments**
- Angelelli, Nancy L.**, Administration, Allowances Staff to Office of Facilities Management and Administrative Services
- Berry, Chandra A.**, Financial Operations to Diplomatic Security
- Black, John F.**, Office of Foreign Buildings, Contracts Branch to Acquisitions Division
- Braxton, Constance**, Diplomatic Security, Protective Operations Support Division to Dignitary Protection Division
- Clark, Cookie C.**, Bureau of Personnel, Office of Position and Pay Management to Office of Management Operations
- Clarke, Margo A.**, European and Canadian Affairs to Diplomatic Security
- Crowley, Daniel F.**, Office of Foreign Buildings, Contracts Branch to Acquisitions Division
- Davidson, Betty J.**, Office of the Assistant Legal Adviser, Law Enforcement and Intelligence to Office of the Assistant Legal Adviser, Oceans, Environment and Scientific Affairs
- Davis, Terry V.**, Consular Affairs to Office of the Under Secretary for Management
- Dickerson, Marian W.**, Bureau of Personnel to Administration
- Diggs, Tara A.**, Bureau of Personnel, Pre-Assignment Center to Bureau of Personnel, Program Operations Division
- Fields, Helen D.**, Administration, Allowances Staff to Office of Facilities Management and Administrative Services
- Flanagan, Ellen M.**, Bureau of Personnel, Career Mobility Program to Functional Bureau Division
- Fox, Vancella R.**, Passport Office, Manual Records Branch to Office of Secretary, Information Management Section
- Green, Alice J.**, Financial Operations to Diplomatic Security
- Hardrick, Margaret L.**, Office of the Director General of the Foreign Service and Director of Personnel to Office of Secretary, Information Management Section
- Holman, Beverly S.W.**, Intelligence and Research to Office of the Assistant Legal Adviser, Law Enforcement and Intelligence
- Howard, James F.**, Consular Affairs to Office of Communications
- Hunter, Lynn L.**, Bureau of Personnel to Oceans and International Environmental and Scientific Affairs
- Kleinman, Ronald W.**, Office of the Legal Adviser, International Claims to Office of the Assistant Legal Adviser, Politico-Military Affairs
- Krips, Charles G.**, Office of Foreign Buildings, Contracts Branch to Acquisitions Division
- Laine, Andrew J.**, Office of Communications to Bureau of Administration, Personnel Management Division
- Lane, Mirinda M.**, Public Affairs to Office of Program Inspector General
- Lee, Mary P.**, Visa Services to Refugee Programs
- Logan, Laurie J.**, Passport Agency, Official Travel Branch to Office of Citizenship and Appeals and Legal Assistance
- Marcoux, Susan M.**, Office of Foreign Buildings, Contracts Branch to Acquisitions Division
- Martin, Roderick**, Intelligence and Research to Office of Under Secretary for Economic Affairs
- Murphy, Richard J.**, Office of Financial Operations, Pre-Assignment Center to Office of Fiscal Operations
- Pagano, Margarete R.**, Office of Financial Operations, Pre-Assignment Center to Automation and Communications Center
- Park, Elizabeth A.**, European and Canadian Affairs to African Affairs
- Park, Maureen E.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments to Bureau of Personnel, Office of Employee Relations
- Regalo-Warren, Patricia**, Office of Foreign Buildings, Contracts Branch to Acquisitions Division
- Schuler II, James L.**, Passport Office, Correspondence Branch to Overseas Citizens Services
- Slater, Gloria D.**, European and Canadian Affairs, Office of Security and Political Affairs to European and Canadian Affairs, Office of Executive Director
- Soper, Nancy A.**, Refugee Programs to Office of Management Operations
- Sullivan, Lisa J.**, Passport

Agency, Correspondence Branch to Economic and Business Affairs

Thomas, Bradford L., Intelligence and Research, Maps and Publications Procurement Division to Office of the Geographer

Tyckoski, James E., Office of Supply, Transportation and Procurement to Office of Procurement Executive

Tyndell, Sheila R., Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources to Office of Deputy Assistant Secretary for Environment, Health and Natural Resources

Veitengruber, Loraine L., Office of Foreign Buildings, Contracts Branch to Acquisitions Division

Wade, Deborah A., Passport Office Automated Records Branch to Diplomatic Security

Walton, Nyle K., Intelligence and Research, Maps and Publications Procurement Division to Intelligence and Research, Spatial Environmental and Boundary Analysis Division

Wheatley, Mark E., Foreign Service Institute, Economic and Commercial Training to School of Professional Studies

Wicker, Kevin, Bureau of Personnel, Pre-Assignment Center to Executive Secretariat, Operations Center

Woodson, Pamela R., Passport Agency to Foreign Affairs Data Processing Center □

Resignations

Battle, Cassandra A., Bureau of Personnel, Recruitment

Blain, Oscar L., Office of Communications, Mail and Pouch Branch

Botelho, Daniel T., Passport Agency, Boston

Carbone, Ann M., Passport Agency, Boston

Carey, Harvey R., Passport Agency, Manual Records

Branch

Christopher, Kathy, Passport Agency, Boston

Coker, Tina, Passport Agency, Stamford

Collins, Erin M., Passport Agency, Boston

Combs, Annie J., Passport Agency, Miami

Cronin, Angelia M., Overseas Citizens Services

Dana, Jane T., Office of the Assistant Legal Adviser, Economic and Business Affairs

Dana, John R., Passport Agency, New Orleans

Dandrich, Stephanie V., Passport Agency, New Orleans

DeLoatch, Clifton E., Passport Agency, Manual Records Branch

Dobyns Jr., Edward P., Office of Fiscal Operations

Douglas, Sharon D., Medical Services

Dunn, Zoraida V., Passport Agency, Stamford

Fowler, Yvette, Passport Agency, New York

Funderburk, Michael S., Office of Communications

Gentry, Tina J. M., Under Secretary for Management, Family Liaison Office

Gregorio, Robert P., Public Affairs, Office of Executive Director

Grimste, Antje M., Under Secretary for Management, Family Liaison Office

Gross, Isabelle R., European and Canadian Affairs

Guroff, Katharine S., European and Canadian Affairs

Holley, Lanorris W., Passport Agency, Stamford

Howell, Tonya R., Consular Affairs, Systems Applications Staff

Izzo, Nancy H., Intelligence and Research, Trade and Monetary Affairs Division

Jackson, Karen I., Passport Agency, Automated Records Branch

Kinnett, Christina S., Passport Agency, Seattle

Kuzmich, Paula, Bureau of Human Rights and Humanitarian Affairs



FOREIGN SERVICE INSTITUTE—Clerical graduates, first row, from left: Roscoe Jackson Jr., Gloria Osberg, Sylvia Spencer, French Thomas, Michelle McGlathery, Amy St. Clair, Donna Perry, Patricia Gillespie. Second

LeFleur, Frederick F., Passport Agency, Boston

Lance, Sarah C., Overseas Citizens Services

Luft, Rolf D., Inter-American Affairs,

Mack, Avis P., Office of Fiscal Operations

Martin, Deborah J., East Asian and Pacific Affairs, Office for Australian and New Zealand Affairs

McCreary, Deborah E., Office of Communications, Traffic Research Section

McIntyre, Stuart H., Office of Systematic Classification/Declassification

McMillan, Cheryl D., Bureau of Personnel, Program Operations Division

McNeal-Thomas, Jacqueline, Financial Operations, Retirement Accounts Division

Melton, Rosalyn Y., Passport Agency, Washington

Morrissey, Patricia, Passport Agency, New Orleans

Norris, Janet L., Diplomatic Security, Training Center

Notarangelo, Barbara M., Passport Agency, Boston

O'Brien, Roberta A., Passport Agency, Boston

Odom, Dan L., Office of Communications

Pannell, Dorian F., Foreign Affairs Data Processing Center

Pollard, Laura, Office of the Assistant Legal Adviser, Law Enforcement and

row: Danita Practor, Darryl Duncan, Georganna Davis, Janie Miller (course chairwoman), Alice Saucedo, Lynette Messer, Monica Taylor, Dorietha Greene, Virginia D. Hogan. (Photo by Lloyd McKenzie)

Intelligence

Powell, Tonya, Passport Agency, Boston

Price, Marjorie A. W., Passport Agency, San Francisco

Quail Jr., Pedro P., Passport Agency, New York

Sain, Tracy L., Bureau of Personnel, Program Operations Division

Sala, Joanne M., Office of Facilities Management and Administrative Services

Thomas, Deborah A., Passport Agency, New Orleans

Vila, Aidis M., Inter-American Affairs

Walch, Sharon M., U.S. Mission to the United Nations, New York

White, Shirley M., Passport Agency, Los Angeles

Williams, Theodore I., Passport Agency, Chicago

Wilson, Chenise A., Foreign Affairs Data Processing Center

Winston, Herbert, Office of Communications, Mail and Pouch Branch

Wojnar, Pamela J., Office of Fiscal Operations □

Retirements

Ferrin, Vivian A., Passport Services

Ottwiller, Robert F., Diplomatic Security

Quaid Jr., Daniel L., Under Secretary for Management, Executive Office ■

Personnel: Foreign Service

Appointments

- Ahring, Lilliana E.**, Paramaribo
- Amis, Sharron M.**, Bangui
- Audi, Silvia A.**, The Hague
- Bailey, Carolyn L.T.D.**, Manama
- Becker, Priscilla C.**, Ottawa
- Bedwell, Jimmie D.**, Bangkok
- Beffel, Susan J.**, Athens
- Burghardt, James E.**, Dhahran
- Burrell, Kay A.**, Rabat
- Christensen, Elizabeth A.**, Jakarta
- Clark, Howard D.**, Moscow
- Clopp, Marlene G.**, Warsaw
- Cox, Catherine D.**, Kinshasa
- Currier, Roger M.**, Gaborone, Office of Foreign Buildings
- Dalton, Irena**, London
- De St. Germain, Monique**, Panama
- DeGrands, Dominic J.**, Paris
- English, Thomas S.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Everhart, Gerald E.**, Dakar
- Galvin, Patricia D.**, Kuwait
- Garriga, Jose G.**, Madrid
- Giacalone, Mirella**, Rome-Vatican
- Gillan, Francesca**, Sao Paulo
- Gilmore, Christine J.**, Mogadishu
- Guthrie, W. Gullion**, Ottawa
- Harrison, Jo Ann**, Tel Aviv
- Hughey, Diane M.**, New Delhi
- Jarek, Dianne B.**, Kinshasa
- Julian, Jonathan**, Islamabad
- Knowles, Gail W.**, Ankara
- Konrath, Stella M.**, Harare
- Kosovac, Caroline B.**, Prague
- Lauder, Ronald S.**, Vienna
- Legere, Gloria M.**, Hamilton
- Lehman II, Ronald F.**, Arms Control and Disarmament Agency
- Leininger, Nancy W.**, Tel Aviv
- Leon, Camilo E.**, Near Eastern and South Asian Affairs
- Long, Madelyn M.**, Nouakchott
- Lough, Patricia A.**, London
- Lowitz, Donald S.**, Arms Control and Disarmament Agency
- Mahan, Tu-Hue M.**, Islamabad
- Martin, Eileen**, Rio de Janeiro
- McCarthy, Elizabeth C.**, Islamabad
- McCluskey, Karen C.**, Nairobi
- McEldowney, Diane I.**, Montreal
- McLaughlin, Lee K.**, Colombo
- McMullen, Anne M.**, London
- Meltzer, David**, London
- Messiter, James F.**, Khartoum
- Morse, Marguerite A.**, Tel Aviv
- Perina, Ethel H.**, Brussels
- Pfeifer, Leslie A.**, Brasilia
- Ruse, Kathleen C.**, Dhahran
- Salvaterra, Catherine B.**, Ankara
- Sammis, Elizabeth J.**, Berlin
- Schwartz, David A.**, London
- Shaffer, Nancy A.**, Karachi
- Sider, Janice P.**, Nairobi
- Slater, Emily I.**, London
- Smith, Robert A.**, Rangoon
- Snowden, Deniz**, Karachi
- Stickney, Brian R.**, Bogota
- Strovas, Cynthia S.**, Bucharest
- Vinal, Kelly A.**, Karachi
- Walker, Linda K.**, Osaka-Kobe
- Walters, Maimon**, Jakarta
- Wasylo, Carol A.**, Budapest □
- Abidjan**
- Chaddic, Joe H.**, Office of Communications, Regional Operations Branch to Office of Communications, Interagency Affairs Staff
- Cleaver, Kathi A.**, Office of Communications to Manama
- Cohen, Charles I.**, Indonesia to East Asian and Pacific Affairs
- Collins, Peter**, European and Canadian Affairs to Foreign Service Institute, Language Training
- Cook, Laura N.**, Spain to Tel Aviv
- Coviello, Cheryl**, Training Complement to Foreign Service Institute, Language Training
- Davis, Robert S.**, Sudan to African Affairs
- Davison, John W.**, Training Complement to Bissau
- Dinicola, Jean L.**, Egypt to Near Eastern and South Asian Affairs
- Dougherty, Michael E.**, European and Canadian Affairs to Harare
- Douglas, Richard J.**, Training Complement to Ciudad Juarez
- Douglass, Michael D.**, Sudan to Office of Communications
- Downing, Mary J.**, Nigeria to Harare
- Dunkerley, Craig G.**, European and Canadian Affairs to Foreign Service Institute, Language Training
- Evans, John M.**, Belgium to European and Canadian Affairs
- Facks, Brett W.**, Saudi Arabia to Office of Communications
- Feron, Robert J.**, Canada to Brasilia
- Fleetwood, Linda K.**, El Salvador to Santiago
- Foley, James B.**, Philippines to Algiers
- Fornoff Jr., Harold M.**, Executive Secretariat to Legislative and Intergovernmental Affairs
- Gallo, F. Scott**, Diplomatic Sec-
- urity, Washington Field Office to Khartoum
- Garner, Joan E.**, Overseas Citizens Services to Foreign Service Institute, Language Training
- Haas, David**, Amman to Kathmandu
- Hagen, Gloria J.**, Denmark to European and Canadian Affairs
- Harrington, Marilyn E.**, Ivory Coast to African Affairs
- Headrick, William A.**, Office of Communications Operations Branch to Office of Communications, Temporary Duty Support Division
- Hecht, Dorothy J.**, Oceans and International Environmental and Scientific Affairs to Inter-American Affairs
- Hilburn Jr., Paul W.**, Bureau of Personnel, Board of Examiners to Foreign Service Institute, Language Training
- Howland, Michael H.**, Germany to New Delhi
- Hutchings, Alan J.**, Nigeria to African Affairs
- Ingram, Michael F.**, Kuwait to Lome
- Johnson Jr., Walter E.**, Office of Communications, Operations Staff to Office of Communications, Foreign Operations Division
- Kamerick, Susan E.**, Syria to Tel Aviv
- Kidd, Leslie R.**, Greece to Office of Communications
- Kohlenbush Jr., William E.**, Zambia to International Organization Affairs, Office of Administrative Services
- Le Zotte, M. Diane**, China to East Asian and Pacific Affairs
- Leonard, Catherine L.**, Zimbabwe to African Affairs
- Luke, Robert S.**, Economic and Business Affairs to Foreign Service Institute, Language Training
- Malfara, Joseph J.**, Sri Lanka to Office of Communications
- Mason, J. Richard**, Bureau of Personnel, Office of Man-

Transfers

- Arietti, Michael R.**, Politico-Military Affairs to Foreign Service Institute, Language Training
- Arzt, Joanne**, Foreign Service Institute, Mid-Level Training to Foreign Service Institute, Executive Development
- Awagain, Albert E.**, Barbados to Inter-American Affairs
- Bates III, Frank**, Greece to Bucharest
- Bies, Bernard W.**, Pakistan to Office of Communications
- Bolin II, Harold R.**, Liberia to African Affairs
- Burns, Brendan R.**, Office of Communications, Radio Support Branch to Office of Communications Technical Support Facility
- Cadieux, Robert R.**, Liberia to Pretoria
- Calvagna, Salvatore**, Philippines to Office of Communications
- Casebeer, Cheryl A.**, Cuba to

- agement to Foreign Service Institute, Language Training
- Mattke, Marilyn R.**, Australia to Curacao
- Minor, Ronald L.**, Office of Communications, Radio Support Branch to Office of Communications, Technical Support Facility
- Miska, Wanda M.**, African Affairs to Bangui
- Murphy, John G.**, Office of Communications, Radio Support Branch to Office of Communications, Technical Support Facility
- Navratil, Thomas J.**, Dominican Republic to East Asian and Pacific Affairs
- Oakley, Phyllis E.**, Bureau of Personnel to Legislative and Intergovernmental Affairs
- Olmon, E. Parks**, Foreign Service Institute, Language Training to Beijing
- Owens, Barbro A.**, Inter-American Affairs to Foreign Service Institute, Language Training
- Pascoe, B. Lynn**, European and Canadian Affairs to Executive Secretariat
- Pearce, Jean T.**, Philippines to Kathmandu
- Penfold, John H.**, Philippines to Wellington
- Quinn, Maureen E.**, Guinea to Inter-American Affairs
- Rathner, ?**, Bureau of Personnel to Kingston
- Roman, Jacques**, South Africa to Maputo
- Ruh, Kenneth**, Office of Communications, Installation Engineering Branch to Office of Communications, Communications Center
- Savage, John R.**, Economic and Business Affairs to Foreign Service Institute, Language Training
- Savignano, Teresa L.**, Pakistan to Dhaka
- Schwartz, Barbara L.**, Cameroon to London
- Seibold, Robert H.**, Intelligence and Research to Visa Services
- Shapiro, David M.**, Israel to Near Eastern and South Asian Affairs
- Shaw, William R.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Counterintelligence Staff
- Skocz, Dennis E.**, Foreign Service Institute, Language Training to Sao Paulo
- Smith, Jacqueline R.**, Spain to Prague
- Solomon, Paul**, Jamaica to Bogota
- Starke, Kim T.**, Kenya to Mogadishu
- Stevens, Vincent W.**, Office of Communications to Manila
- Strachan, Michael R.**, Inter-American Affairs to Foreign Service Institute, Language Training
- Strickland, Brian A.**, Greece to Jerusalem
- Thomas, Mary J.**, Office of Foreign Buildings to Foreign Service Institute, Language Training
- Todd, John A.**, Diplomatic Security, Area Desk Officer Branch to Diplomatic Security, Emergency Reaction Team Branch
- Vincent, Alfred P.**, Diplomatic Security, Personnel Investigations Division to Diplomatic Security, Washington Field Office
- Ward, Cindy A.**, Zaire to African Affairs
- Weston, Richard C.**, Malaysia to Palermo
- White Jr., Robert W.**, Office of Communications, Installation Engineering Branch to Communications Center
- Wilkins, Burnette V.**, Jamaica to Inter-American Affairs
- Wyatt, Michael J.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Personnel Investigation Division
- Yarbrough, David M.**, Kuwait to Manila
- Zopfi III, Thomas M.**, Diplomatic Security, Domestic Facilities Branch to Diplomatic Security, Area Desk Office Branch
- Zuehlke, Robert B.**, Switzerland to Hong Kong □

Resignations

- Anderson, Beatrice B.**, Bamako
- Aycock, Barbara S.**, Bucharest
- Baker, Marilyn J.**, Moscow
- Barwick, Rose M.**, Budapest
- Black, Jackie R.**, Praia
- Butterweck, Deborah F.**, Seoul
- Duff, Valerie K.**, Bonn
- Eustis, Mitsuko**, Niamey
- Gillin Jr., Henry C.**, Seoul
- Guidice, Grace**, Bamako
- Harris Jr., Edward J.**, Office of Communications
- Herion, Leslie M.**, Monrovia
- Higgins, Robert J.**, Overseas Citizens Services
- Jepson, Mary A. C.**, Niamey
- Johnson, Sura R.**, Toronto
- Jones, Carole**, Abidjan
- Kramer, Annette T.**, Bucharest
- Leduc, Evan M.**, Office of Foreign Buildings
- Lewis, Karen Y.**, Rome-Vatican
- Lissfelt, Cynthia L.**, Berlin
- McCall, Linda A.**, Stockholm
- Nichols, Darlene R.**, Capetown
- O'Dell Jr., Joseph W.**, London
- Parkin, Marilyn K.**, Kuwait
- Pomerleau, Maggie E.**, Paris
- Rainey, Maura L.**, Guadalajara
- Segars, Elizabeth N.**, Lagos
- Speidel, Karen S.**, Brussels NATO
- Staples Jr., John E.**, Office of Communications
- Thompson, Barbara S.**, New Delhi
- Tyznik, Torella A.**, Rome-Vatican
- Widenhouse, Judith L.**, Frankfurt
- Willia, Mary K.**, Berlin □

Retirements

- Arnold, Elizabeth M.**, Visa Services
- Avalos, Henry**, Program Inspector General's Office
- Belk, William E.**, Panama
- Binns, Jack R.**, Madrid
- Blackburn Jr., Robert R.**, Office of Foreign Buildings
- Collins, Mary C.**, Diplomatic

Security

- Dinicola, Jean L.**, Near Eastern and South Asian Affairs
- Gillespie, Jack F.**, Bogota
- Kelly, George L.**, International Narcotics Matters
- Kenney, George R.**, New Delhi
- Marston, Robert H.**, Canberra
- McElhoe, Lucille G.**, Near Eastern and South Asian Affairs
- Morris, Lucille**, Foreign Service Grievance Board
- Quarterman, Gwendolyn L.**, Visa Services
- Reed, Robert W.**, Germany
- Rodenhauser, Georgia E.**, Bangkok □

Commissioning, tenure board

- The Commissioning and Tenure Board has completed its review of the files of the Foreign Service officer career candidates who were eligible for consideration at its March session. Following are the candidates recommended for tenure (language probationers are not included on this list).
- Albright, Richard A.**
- Boone, Rudolph F.**
- Borden, Thurmond H.**
- Carlisle, Marc D.**
- Carlson, William R.**
- Carty, Lisa A.**
- Delaney, Michael J.**
- Devleming, John F.**
- Donahue, Bruce E.**
- Dreher, David R.**
- Ensher, Henry S.**
- Ettesvold, Kaara**
- Farrell, Jerome T.**
- Foulon, Mark, M.**
- Gray III, Gordon**
- Hall Jr., Blair P.**
- Hansen, Eigel V.**
- Hilliard Jr., Joseph**
- Hofmann, Karl**
- Ito, Pete K.**
- Jackson, Gerard J.**
- Karp, Craig M.**
- Keegan, David J.**
- Krosby, Quincy**
- Kusnitz, Leonard**
- Lavigne, Beverly A.**
- Lindover, Sally L.**
- Marshall, Mary B.**
- Martin, Cheryl A.**

Martin, Karen
 Matera, Michael A.
 Maxstadt, James E.
 McVerry, James A.
 Moss, Lloyd W.
 Mull, Stephen D.
 Nelson, Bruce R.
 Ogden, Janice Z.
 Phillips, Gregory
 Pitterle, Kenneth
 Quinn, Eileen J.
 Ray, Charles A.
 Riche, Christopher
 Roberts III, James
 Robinson, Jack D.
 Rose, Theophilus
 Rowe, Leslie V.
 Serwer, Claudia H.
 Smith, Frederick
 Sweeney, Eugene P.
 Thomas-Greenfield, Linda
 Wickberg, Paul G.
 Wood, Robert C.
 Yale, Allen W.
 Young, Thomas M.
 Zetkovic, Jack M. □

**Specialist
 tenure**

The Specialist Tenuring Board has completed its review of the files of candidates eligible for tenure consideration at its March session. Recommended for career status:

Baker, Georgia Y.
 Beckham II, Herman
 Bentz, Patrick W.
 Bodle, Michael E.
 Brennan, Edward T.
 Foster, June H.
 Franco, Judith A.
 Grovdahl, Roger M.
 Jasak, Karen L.
 Keenan, Regina A.
 Kellogg, Susan J.
 Knott, Robert J.
 Lapolla, John M.
 Lee, Arnold D.
 Markin, John D.
 McDermott, Margaret M.
 Morgan, Mary A.
 Navarro, Mary M.
 Nunnally, Judy C.
 Pearce, Jean T.
 Rethmeier, Julie Ann
 Robichaud, Patricia M.
 Romine, Sheila A.
 Skelly, Mary Ann F.
 Spees, David N.

Verdu, Audrey F.
 Weathersby, Barry R.
 West, Peter A.
 White, Paul W.
 Williams, Glenna R.
 Woodward, Katherine F.
 Zwigaitis, Adele T. □

**Foreign Service
 nominations**

The Senate has received the following nominations:

Appointment as FSO-1, consular officer and secretary:
Richard Baca

Appointment as FSO-2 consular officers and secretaries:
Arnold Noe Muñoz
Bernardo Segura-Girón

Appointment as FSO-3, consular officer and secretary:
Clyde Bishop

Appointment as FSO-4, consular officers and secretaries:

Timothy Duane Andrews
Kathleen Williamson Barmon
Leslie A. Bassett
Robert I. Blau
Phillip Carter III
Robert Scott Dean
David Tannrath Donahue
Charles William Evans
Daniel Volmer Friedheim
Elaine Lawson Garland
Daniel Campbell
Peter Grossman
Anne Wing Hamilton
Robert Porter Jackson
Judith A. Jones
John Brady Kiesling
Hans George Klemm
Sharon A. Lavorel-Rutherford
Benjamin M. Lowe
David Michael Marks
Wendela Moore
David R. Ostroff
Andrew C. Parker
Barbara Anne Presgrove
Robert Glenn Rapson
Thomas S. Reichelderfer
Eric William Running
Thomas Franklin Scaletta Jr.
Stuart M. Seldowitz
Daniel Bennett Smith
Edmund Keith Sutow
William Patrick Syring
Eugene P. Tadie
Alyce J. Tidball
Thomas Joseph Tiernan

Alan D. Troxel
 Jeffrey Stewart
 Alexander Tunis
 Frank C. Turley
 Susan Marie Wagner
 James M. Young
 Susan Weir Zelle

Members of the Foreign Service of State, Agriculture and Commerce to be consular officers and/or secretaries:

Consular officers and secretaries
Thomas J. Affinito
Frederick L. Ahr
Susan Linda Barnes
Beryl Leone Bentley-Anderson
Richard S. Berkey Jr.
Mark Bezner
Henry Louis Bisharat
Rodolfo A. Bladuell
D. Mark Blanchard
Anne Christy Bodine
Judith F. Brown
Denise N. Burgess
Paul C. Carlsen
Sandra Cecchini
Sandra Elaine Clark
Nancy Lynn Corbett
Cheryl Eileen Coviello
Dennis Lackey Curry
Nicholas Julian Dean
John Albert Playle Dyson
Ann Melinda Evans
David Richard Fetter
Richard Alexander Figueroa
Randolph Howard Fleitman
Sheila Marie Flynn
Gerry William Fuller
Hope I. Gottlieb
Lana I. Gradasoff
Richard J. Harvey
Kathleen Marian Heffron
Nicholas Manning Hill
William R. G. Hill
Penelope M. Kalogeropoulos
Steven B. Kashkett
Edward Wesley Kaska Jr.
Athena Katsoulos
Carole Kraemer
Alison Krupnick
Susan E. Lane
Timothy Edward Leahy
J. Fred Leonard
Michael G. Lytton
John Patrick Maher
Eileen Martin
V. J. Maury
Mary Grace McGeehan
Karen A. McGrath
Anne Marie Kremidas

McIlvain
Samuel T. Mok
John K. Naland
Christopher Nicholson
Martha A. Nicholson
Jerry G. Prehn
John L. Priamou
Michael Dean Puccetti
Nani Suzette Pybus
Lisa M. Rennie
Richard Henry Riley IV
Ricardo Antonio Roberto
Michael Kevin St. Clair
Philip William Savitz
Sandra J. Shipshock
Nancy S. Simon
Hilarie G. Slason
Adrian R. Smith
Stephanie Sanders Sullivan
Thomas Timothy Turqman
Michael M. Uyehara
William Weinstein
Todd W. Weston
Cynthia Whittlesey
Robert Sherman Wing
Marie L. Yovanovitch
Teresa K. Zaleski

Consular officers
Lyn W. Edinger
Jane A. Florence
Margaret K. Ting

Secretaries
David M. Buss
Joan J. Edwards
Lloyd J. Fleck
Joseph W. Harrison
Richard L. Johnston Jr.
David K. Katz
Thomas M. Kelsey
Alan R. Turley

Promotion into the Senior Foreign Service effective October 14, 1984:

Career members of the Senior Foreign Service, class of counselor:
Arnold M. Isaacs
Joel S. Spiro ■

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GIVE BLOOD

Bureau Notes

The Seventh Floor

Secretary's Office

SECRETARY SHULTZ traveled to New York, May 13, to speak at Princeton University's Woodrow Wilson School. Accompanying him were M. CHARLES HILL, executive assistant to the Secretary; KEITH EDDINS, special assistant to the Secretary; and JACK MACUK, personal secretary . . . From May 28–May 30 the Secretary traveled to New York to address the UN General Assembly special session on Africa; and to Halifax, Canada, to attend the spring ministerial meeting of the North Atlantic Council . . . While in Halifax, he met with NATO secretary general LORD CARRINGTON. Advancing the Secretary's trips and accompanying him were Mr. Hill; BRUNSON MCKINLEY, deputy executive secretary; LYNN PASCO, deputy executive secretary; PATRICK KENNEDY, executive director, Executive Secretariat; CAROL THOMPSON and KEITH EDDINS, special assistants to the Secretary; personal assistants to the Secretary, ELIZABETH GASTON, JOYCE NESMITH and KATE MILNE; Secretariat Staff officers GLYN DAVIES, BOB CLARKE and KATHY FITZPATRICK; Secretarial assistants DEBORAH GODFREY, MILDRED ENGRAM and MARTI SZRAMEK. Also accompanying the Secretary were the assistant secretary for public affairs, BERNARD KALB, and his special assistant, MARY ANN YODEN; the assistant secretary for European affairs, ROZANNE RIDGWAY, and her deputy assistant secretary, CHARLES THOMAS . . . On June 4, Secretary Shultz addressed the Foreign Policy Association in New York. Accompanying him were Mr. Kennedy; DEBORAH GRAZE, special assistant to the Secretary; JACKIE MACUK; and Assistant Secretary Kalb.

People: The Secretariat Staff welcomed DIANE SHEAKLEY, who replaced JACKIE STEIN. Ms. Stein departed for her new assignment as Europe roving secretary. Ms. Sheakley was formerly an Africa roving secretary . . . New employees joining the Executive Secretariat include KEVIN WICKER and CECILIA GERHENSON, to the Operations Center; MARGARET HARDRICK, VANCELLA FOX, NICKIE KING and MARVIN WILLIAMS, to the Information Management Section . . . On June 3 RANDOLPH SMITH retired from the Department after 45 years of federal service. He served as a technical information specialist in the Information Management Section of the Executive Secretariat. □

Office of the Deputy Secretary

Deputy Secretary JOHN C. WHITEHEAD attended the annual Bilderberg meetings in Gleneagles, Scotland, where, with other high-level officials from the United States and major European countries, he discussed matters of interest . . . He addressed the 17th Washington Conference for Corporate Executives, at the invitation of the Council of the Americas, May 5. His



subject was "Improving the Business Environment in Latin America: Policies for Adjustment and Recovery." . . . From May 8–10 he attended the spring meeting of the Business Council, at Hot Springs, Va., where he delivered the keynote address, "National Security: In Defense of Something of Value." . . . On May 11 he traveled to New York, to address the 15th annual "Solidarity Sunday" march and rally for Soviet Jewry. He attended the rally with NATAN (ANATOLY) SCHARANSKY . . . Mr. Whitehead traveled to Argentina, Brazil, Peru, Bolivia and Uruguay, May 19–29, where he held bilateral discussions with senior government officials . . . He was accompanied by ROBERT GELBARD, deputy assistant secretary for inter-American affairs; WESLEY EGAN, executive assistant to the deputy secretary; WILLIAM BURNS, special assistant; and CYNTHIA LARRE, secretarial assistant . . . On June 6 Mr. Whitehead addressed the annual luncheon meeting of the National Committee on American Foreign Policy, in New York. □

Office of the Under Secretary for Political Affairs

On May 2 Under Secretary MICHAEL H. ARMACOST joined the Foreign Service Day activities, which included his presenting the global overview and conducting a question-and-answer session . . . On the same day he shared his personal impressions of the "View from the Seventh Floor," at the Foreign Service Institute's ambassadorial seminar . . . He spoke to the Nanjing Council of the Johns Hopkins School of Advanced International Studies, on U.S. China rela-

LIMA, Peru—Deputy Secretary John Whitehead at the main altar of the 17th-century Lima Cathedral. With him are Ambassador David C. Jordan, left, and Cesar Coloma, director, Italian Art Museum. (Photo by Ma. Luisa Pains)

tions, May 16, in Washington . . . On May 22 he gave a tour d'horizon, on "Global Issues and East Asia," at a luncheon session of the Business Council for International Understanding, in New York . . . He then met to discuss the situation in the Philippines, with the U.S.-Philippines Chamber of Commerce. He was accompanied by special assistants GERRIT GONG and WILLIAM ITOH. □

Office of the Under Secretary for Economic Affairs

On June 3 MARYANN COLLISON retired from the Department after 35 years of federal service. She was the executive secretary to Under Secretary ALLEN W. WALLIS. □

Policy Planning Staff

RICHARD H. SOLOMON, director, accompanied Secretary Shultz on his trip to Jakarta, Tokyo, Seoul and Manila . . . On May 28 Mr. Solomon chaired a panel discussion at a conference of the Council on Foreign Relations . . . Deputy director KENNETH W. BLEAKLEY addressed the Baltimore Council on Foreign Affairs, May 5, on "U.S. Policy in Central America." On May 14 he addressed students and faculty at New York University on "U.S. Policy

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in Nicaragua." On May 15 he spoke at a symposium at the Commission on U.S. Central American Relations, on the "Administration's Perceptions and Policy." He addressed a Brookings Institution conference of business executives, on "An Overview of Foreign Policy," May 22. From May 30-31 he participated in a conference at the Center for International Affairs, at Harvard University, on "U.S.-Mexican Relations." On June 2 he addressed the Bethesda Rotary Club, on developments in Central America.

People: On June 3 THOMAS P. THORNTON retired after 33 years of federal service. He served as a senior executive member of the Policy Planning Staff . . . Also retiring was LETHEAN ROWE, executive secretary to the director. She completed 35 years of federal service. □

Protocol Office

Protocol chief SELWA ROOSEVELT, accompanied by assistant chief CATHERINE MURDOCK, traveled to Beijing, Xian, Guilin and Shanghai, at the invitation of the foreign minister of China . . . Mrs. Roosevelt, accompanied by PAMELA GARDNER, LAWRENCE DUNHAM, APRIL GUICE and KIMBERLY MIDDLETON, traveled to New York, to coordinate the Secretary's reception and luncheon honoring heads of delegations to the UN special session on Africa . . . Deputy chief TIMOTHY TOWELL escorted the vice premier of the State Council of China on his travel to San Francisco, Washington, New York, Dallas and Seattle. Also accompanying were SAMUEL CASTLEMAN, ALEXANDRA MILLER, JULIE ANDREWS and JAMES PAYNE. . . REBECCA BOYD coordinated the official working visit of the president of Honduras and his wife. Ms. Boyd was assisted by MARY MASSERINI, MARYELLEN VANDIVIER and Mr. Payne . . . Ms. Murdock assisted with, and traveled to Kentucky for, the private visit of QUEEN ELIZABETH II . . . Private visits to Washington were made by the foreign ministers of Spain, Great Britain and France. LINDA MYSLIWIY and PATRICK DALY assisted with these visits.

As acting assistant chief of the Ceremonials Division, Ms. Gardner, assisted by GEORGIA BOOTH, JAYNE MONTIETH, Ms. Guice and Ms. Middleton, arranged the luncheons hosted by the Secretary for the vice premier of China, the foreign ministers of France and Spain; and Mrs. O'BIE SHULTZ's luncheon for the wife of the president of the Republic of Honduras . . . Associate chief RICHARD GOOKIN addressed members of the International Association for Hospital Security, in Washington, May 7 . . . On May 19 he appeared on the television program "Panorama," to discuss protocol issues . . . Ms. Gardner addressed the monthly meeting of the Potomac Planners Association, on the protocol aspects of entertaining foreign officials and businessmen . . . Mr. Gookin was the presiding officer at the swearing-in of PAUL NITZE as ambassador-at-large . . . Mr. Daly presided at the swearing-in of OTTO REICH as ambassador to

Venezuela . . . ANGELA MOORE has transferred to the Information Systems Office. □

Administration

Office of Communications

ROBERT KEGLEY has assumed duties as chief of foreign operations. He replaces JAMES CASEY, who has been assigned to Tokyo as communications programs officer . . . WILLIAM WUENSCH has assumed duties as communications operations officer for Africa. He replaces GARY BOBBITT, who has been assigned to Geneva as communications programs officer.

The following communications personnel were on consultation recently: TERRY BRANSTNER, Milan; DUANE BREDECK, Berlin; FERNAND PAULIN, Bern; ROBERT DODSON, Kabul; KENNETH PARTON, Oslo; GEORGE SOLOMON, Montevideo; ELSIE LAWTON, Stockholm; GERALD MAJEWSKI, Sydney; DAVID FERGUSON, Kathmandu; WALLACE EUSTIS, Dakar; JOSEPH YANCI, Bonn; JOHN VARNER, Rabat; WILLIAM HYLTON, Cairo . . . Completing courses in the Communications Training Division during May were KATHRYN COOK, Karachi; WILLIAM PATTERSON, NATO; WILLIAM McMANUS, Moscow; MURIEL FALVEY, London; JAMES TUTEN, Brasilia; DAVID NUNNALLY, Mexico City; RHONDA CLENNEY, Paris;

MARY DINGLER, Cairo; SARAH JOHNSON, Paris; JAMES HARRISON, Paris; DAVID MANGUM, Abidjan; ROGER GROVDAHL, Kuala Lumpur; ROGER SNIDER, Brussels; LORRAINE GIRARD, NATO; DON BOISSONNAULT, Berlin; BRYON HALLMAN, Manila; HAROLD SPAKE, Manila; HUGH BUFFUM, Bangkok; LOUIS ESCOBEDO, Nairobi; JOHN HYLAND, NATO; LARRY ROBERTS, Ankara; LEO DUNCAN; WILLIAM LINGER, Jerusalem; RONALD OSLOWSKI; STEPHEN SPRINGER; DUANE BREDECK, Berlin; ELSIE LAWTON, Stockholm; RON JAWORSKI; ROSE VALENTI, new hire; MARK COLE, Moscow; THEODORE CULP, Helsinki; DANIEL DONOGHUE, Bissau; ANTHONY JAMES, Rangoon; GARY PORTER, Stockholm; JANINE TAYLOR, Antananarivo; DAVID WIEMELS, Copenhagen; ROBERT DODSON, Kabul; JOSEPH O'BRIEN, Bucharest; RANDY POWELL; JOHN DIXON; PHIL WOLD, Lusaka; DAVID FERGUSON, Kathmandu; DAVID BRONER, Brazzaville; GARY BOBBITT, Geneva; CHARLES MARTIN, Paris; JOSEPH COMFORT; ALLEN KURTZ; LOUIS MAZEL, Martinique; CARTHURINE LEONARD; LYDIA MARTINEZ, Monterrey; THOMAS NASETKA, Vienna; RAYMOND NORRIS.

On April 22 deputy assistant secretary ROBERT RIBERA provided welcoming remarks for the Armed Forces Communications Electronics Association's "Vital Issues Symposium," at



OFFICE OF COMMUNICATIONS—Larry Matera receives plaque, on his retirement after

31 years, from Ken Kidwell, chief, Communications Security Division.

State. The symposium highlighted the unclassified issues affecting the communications and intelligence community. Representatives from State, the Department of Defense, the military departments and industry were in attendance ... Mr. Ribera gave the keynote speech to NATO's Civil Communications Planning Committee, in Emmitsburg, Md ... He traveled to Bangkok, Thailand and Canberra, Australia, in April, to discuss communications matters with post personnel.

The following communications personnel were on consultation earlier: HARRY LARSON, Maseru; RONALD OSLOWSKI; MICHAEL BUCCELLATO, Tegucigalpa; BERTHA RICHARDSON, Johannesburg; BYRON HALLMAN, Manila; MICHAEL INGRAM, Lome; CHARLES GRAINGER, Berlin; LOHN LaPOLLA, Leningrad; ELWOOD RISCHE, Lima; CHARLES MARTIN, Paris; ROGER GROVDAHL, Kuala Lumpur; JOSEPH FURGAL ... Completing courses earlier in the Communications Training Division were LESLIE VAUGHAN, Ouagadougou; HARRY LARSON, Maseru; JACQUES ROMAN, Maputo; MICHAEL INGRAM, Lome; BOB BOBLITZ, Vientiane; HOWARD KEEGAN, Belize; KATHRYN COOK, Karachi; ROBERT REED, Khartoum; MICHAEL BOSTIAN, Managua; RAE TEMPERTON, Nairobi; CARL MATTHEWS; CHARLES GRAINGER, Berlin; ALBERT HOLLOWAY, Brasilia; JOSEPH O'BRIEN, Bucharest; CHARLES MARTIN, Paris; JOHN LaPOLLA, Leningrad; WILLIAM PATTERSON; WILLIAM McMANUS, Moscow; IVAN KERN, Kingston; JAMES PARRISH; DOUGLAS LLOYD; RON FONTENOT; JOSEPH KEATON; LEVIA SWAIN, New Delhi; ERICK MORIN, Pretoria; KENNETH MILLER, Mexico; KENNETH ZINCKE; JAMES RUBINO; DENNIS DICK; ISIS PETERSON, Bonn; MICHAEL BUCCELLATO, Tegucigalpa; WILLIAM FORD; EARL ALPHIN; MURIEL FALVEY, London; RICHARD DOUGLAS, Ciudad Juarez; ALLEN KURTZ; MOOSA VALLI, Genoa; CLAIRE ZAVRID, Johannesburg; JANE FLORENCE, Karachi; HOWARD KEEGAN, Belize; ROBERT ARRIAGA, San Salvador. □

Foreign Buildings Office

New arrivals: ROSS S. COOK joined the office as its new executive officer, April 21. His background includes 20 years of administrative experience in the foreign affairs area, including assignments as chief, personnel operations for the Foreign Agricultural Service; more than two years of work on the Foreign Service Act of 1980; followed by a tour in Lagos. More recently he has served as deputy director, Office of Position and Pay Management. Much of his effort is expected to be directed to the increased management activities generated by recent and pending security-enhancement programs ... GAY W. MOUNT has joined as the assistant director for noncapital projects. He has served in the Department for 12 years, including service as adminis-

trative officer at the consulate general in Naples, Italy, and, for the past eight years, as program analyst in the Human Resources Management Division, Bureau of Personnel. Mr. Mount will be directing the new effort to plan, coordinate and manage building remodeling and upgrades (i.e., building additions, physical security, communications projects and electrical systems). This effort will involve coordination with all interested elements in the Department, plus the other agencies which the Department services overseas ... GERRI M. CASSE has joined the operations staff for the inter-American area, as assistant area officer with responsibility for the Caribbean. She replaces MARY JANE THOMAS, who is attending language classes in preparation for her assignment as general services officer in Prague.

Management: RICHARD N. DERTADIAN, director of the office, accompanied the assistant secretary for administration, DONALD J. BOUCHARD, and the East Asia bureau's JO ANN JENKINS on an administrative factfinding tour of the Far East. From May 3-17, they visited Hong Kong, Bangkok, Beijing, Tokyo, Osaka-Kobe and Seoul ... Mr. Dertadian met recently with the ambassador-designate to Cairo, FRANK WISNER, and with Ambassadors ARTHUR HARTMAN of Moscow and PAUL BOEKER of Amman, to discuss construction projects and building issues at their posts ... ROBERT R. BLACKBURN, deputy director in charge of capital construction projects, appeared with VICE PRESIDENT BUSH at the ribbon-cutting ceremonies to open the new embassy building in Riyadh, April 5 ... Since his return he has briefed a number of principal officers on current and projected projects at their missions: Ambassadors EDWARD ROWELL of Bolivia, CAROL HALLETT (designate) of the Bahamas, ROGER KIRK of Romania, DAVID NEWTON of Iraq, MICHAEL SOTIRHOS of Jamaica and DENNIS KUX (designate) of the Ivory Coast ... The deputy director for noncapital projects, HERBERT SCHULZ, met with JOHN GARON, administrative counselor in Monrovia, April 30, and with ambassador JOHN SCANLAN from Belgrade, on May 14, to discuss efforts to assist these posts with major noncapital improvements ... BERT LORA, construction engineer, who has been affiliated with the office since 1946, became a naturalized U.S. citizen on April 17. □

Office of Language Services

Russian staff interpreter CYRIL MUROMCEW, who retired June 3 after 28 years of service, was honored by his colleagues at a luncheon on May 15 ... Multilingual translator PAUL T. HOPPER joined the staff on May 12. He specializes in non-Romance European languages, including the German, Russian and Scandinavian languages and, in addition, handles French with ease, the office says ... Staff interpreter WILLIAM H. HOPKINS, who earned a doctorate from Indiana University in 1977, was awarded an honorary doctorate of humane letters, from Buena Vista College, Io.

Chief interpreter STEPHANIE VAN

REIGERSBERG accompanied deputy secretary JOHN C. WHITEHEAD to Peru, Bolivia, Uruguay and Argentina, and assisted RITA BOREN with interpreting duties during the Washington visit of the president of Honduras ... Eleven office staff members and contractors are assigned to arms negotiations in Geneva ... VIVIAN CHANG has completed a trip around the country with Chinese Vice Premier YAO I LIN ... Staff translator AMY KRINSKY traveled to the University of Kentucky, to give a presentation on the use of word processors as a translation aid. □

African Affairs

Office of the Assistant Secretary: SECRETARY SHULTZ made the keynote address at the Department's conference for American religious leaders, June 2, in the Loy Henderson Conference Room ... Assistant Secretary CHESTER CROCKER and South Africa Working Group director J. DOUGLAS HOLLADAY addressed the all-day conference ... Mr. Crocker participated on the "Editor's Desk" program, May 23, aired nationally the following weekend ... On May 16 he participated in a briefing for the American Jewish Committee, at the session on Africa, in New York, May 27-29 ... Deputy assistant secretary PRINCETON LYMAN briefed the press, along with members of AID, in the Department, in preparation for the special session, and traveled to New York to participate in the UN special session on Africa, May 27-31.

Office of Regional Affairs: Desk officer BERNADETTE ALLEN was on temporary duty in New York, May 22-30. She arranged bilateral meetings for Mr. Crocker and CHARLES W. FREEMAN JR., and the under secretary for economic affairs, ALLEN WALLIS, with the heads of delegation, foreign ministers and finance ministers attending the UN special session on the critical economic situation in Africa ... She also



AFRICAN AFFAIRS—Freddie J. Hughes, left, retiring regional budget officer in Pretoria, South Africa, receives congratulations from James B. Moran, Bureau Executive Director. He retired after 40 years of Government service.

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assisted Protocol with the arrival of Senegalese President ABDOU DIOUF in New York, May 24, and with the Secretary's May 28 reception in honor of the African heads of delegation. □



AFRICAN AFFAIRS—Assistant Secretary Chester A. Crocker presents Meritorious Honor Award and retirement plaque to Izella Williams, secretary in the Office of Western Africa Affairs, on her retirement after 43 years of Government service, 23 of them in the bureau.

Consular Affairs

Assistant Secretary JOAN M. CLARK spoke to participants at a consular automation workshop, at the Foreign Service Institute, on "The Future of Consular Automation," May 1. . . . On May 8 she presented a plaque to the diplomatic and congressional travel branch of Passport Services, on behalf of the National Security Agency, in appreciation for "the courtesy and prompt cooperation" they have given that agency in documenting official travel. . . . Miss Clark testified before the House Foreign Affairs Subcommittee on International Operations, on "The Economic Impact of Terrorism on Tourism and Travel," May 15.

On May 15 VERNON D. PENNER JR., deputy assistant secretary for visa services, spoke in San Francisco, at the American Immigration Lawyers Association conference, on current visa developments in Washington and posts abroad. He was assisted by STEVE FISCHER, chief, Regulations and Legislation Division, in roundtable discussions and question-and-answer periods. ALLAN W. OTTO, associate director, Visa Office, traveled to Mexico City, to attend an in-country consular conference, May 20-23. . . . On May 22 CHARLES STEPHAN, director, Diplomatic Liaison Division, Visa Office, spoke to the National Association of Foreign Student Advisers, in San Antonio, at its annual conference. . . . ANITA BANKS and PETER KAESTNER, Systems Liaison and Procedures Division, assisted in the May installation of the immigrant visa application and control system in Kingston, Jamaica

. . . In May DAVID HUSAR of that office provided user training on consular automated systems, in Tokyo and Jakarta, and traveled to Manila for a followup review of the automated system. . . . From May 12-23 GARREN SMITH, Fraud and Documentation Division, attended the northern European consular workshop in Copenhagen. . . . Mr. Smith traveled to Honolulu to testify, June 2, as an expert witness for the Department of Justice. . . . JOHN SPIEGEL, Post Liaison Division, attended a Helsinki accords meeting on human contacts, in Bern, April 28-May 14. . . . During the week following, he visited Zurich, Bucharest, Warsaw and Paris, for consultations on visa operations. . . . The following have departed the Visa Office: ELIZABETH ARNOLD, who retired on May 2; YVONNE SCOTT, who retired on May 3; DONNA HAMILTON, reassigned to Lima; SHARON HURLEY, reassigned to Frankfurt; DAVID O'LEARY, reassigned to Sydney; FAYE CARROLL, who went to the Foreign Service Institute; SHARMAN GRESHAM, who departed for the Bureau of Oceans and International Environmental Affairs; and MARVIN WILLIAMS, who went to the Foreign Affairs Information Management Division.

On May 15 JOHN H. ADAMS, director, Citizens Emergency Center, addressed students

and faculty at Carleton and St. Olaf's Colleges, both in Northfield, Minn., on safe travel abroad. . . . Mr. Adams was interviewed on the subject by Radio Station WCCO in Minneapolis. . . . From May 14-18 CARMEN DIPLACIDO, director, citizens consular services, attended the annual conference of the American Immigration Lawyers Association, in San Francisco. . . . TERESA HOBGOOD, Citizens Consular Services, represented Overseas Citizens Services at the Foreign Service Institute's consular workshop in Copenhagen, May 12-23. . . . On June 4 she taped a segment of the "Hour Magazine" program, for TV Station KTTV, Los Angeles. This segment, on international child custody and abduction, is scheduled to be aired nationwide on July 15.

HARRY L. COBURN, deputy assistant secretary for passport services, traveled to Tokyo, May 19-22, to observe testing trials for new passport printing equipment to be installed in Washington at the Government Printing Office. . . . He traveled to Guam, May 23-24, to meet the governor and members of his staff who are responsible for the issuance of U.S. passports. . . . WILLIAM L. CAMP, associate director for passport services, traveled to Boston, to interview candidates for the position of director of the Boston Passport Agency. . . . VIVIAN A. FERRIN,



PANAMA—Participants in the overseas consular workshop, from left, front: Sergio Miranda Sotelo, Hermosillo; Ana C. Villarreal Coindreau, Monterrey; Enna Margarita Palomeque-Rio, Merida; Patricia Salinas Orozco, Matamoros; Ivonne Raquel Mejia Trujillo, San Salvador; Katherine Peterson; Ana Maria Gorrino Diaz, Tijuana. Second row: Arturo Guajardo-Montemayor, Nuevo

Laredo; Hilda Ortiz de Avila, Ciudad Juarez; Maria Eugenia Bulnes, Tegucigalpa; Beatriz Gomez de Flores, Mexico; Vilma Vega, Managua; Janice Eleanor Savery, Belize; Juan Figueroa, Guadalajara. Third row: Jose Roberto Rodriguez, San Jose; Annabella Castaneda, Guatemala; Leo Wollemborg; Barbara Belsito.

associate director for management in Passport Services, retired, May 3, after 30 years' service with Passport Services. Friends and colleagues attended a luncheon in his honor at the Key Bridge Marriott, May 2 . . . Miss Clark presented Mr. Ferrin the John Jacob Rogers Award for his service . . . MICHAEL NEWLIN, deputy assistant secretary for consular affairs, presented him the Department's retirement plaque.

LEON CLAIR, processing assistant; CAROLYN COCHRAN, adjudication supervisor; TERRY GREEN, chief of adjudication; and KATHY WALKER, acceptance agent coordinator, Chicago Passport Agency, traveled to Lake Forest, Ill., to accept and coordinate passport applications for the Chicago Bears football team and its coaches and staff. The Bears are scheduled to play an exhibition game against the Dallas Cowboys in London in August . . . Acceptance agents from the five-state Chicago region attended day-long passport application acceptance seminars given by Ms. Walker at the Chicago agency, June 3 and 6. RICHARD BECKMANN, fraud coordinator, presented the fraud detection portion of the program. Participants were given a tour of the Chicago agency after each session.

On May 7-9, SUSAN I. SHORT, acceptance agents coordinator, Seattle Passport Agency, traveled to Bismarck, N.D., to address the North Dakota clerks of court annual conference, regarding acceptance procedures and passport fraud. She also conducted training courses for postal and military passport acceptance agents . . . EDWARD N. HART, regional director, Seattle Passport Agency, traveled to Las Vegas, May 28-29, to address a conference of Rotary Club district directors from the United States and Canada, on terrorism and travel abroad . . . Deputy regional director Paul F. Bigelow, Seattle, visited Portland, Ore., May 29, to participate in a seminar sponsored by the Immigration and Naturalization Service's outreach program, designed to assist refugees and undocumented aliens in regularizing their status in the United States . . . He addressed a group of voluntary agency representatives on procedures associated with qualifying for "stateside criteria" immigrant processing at U.S. consular posts in Canada and Mexico.

LYNDA MARIE FENNELL, a data transcriber at the Boston Passport Agency, was selected as the clerical employee of the year by the Boston Federal Executive Board. She was honored at its annual "Excellence in Government" awards program, which recognized 12 public employees who were said to exemplify the ideals and standards of public service. □

East Asian and Pacific Affairs

Assistant Secretary GASTON SIGUR addressed the U.S.-Japan Economic Agenda organization, June 2, on "U.S.-Japan Relations: Perspective and Proportion." . . . He testified on the

Philippines, June 3, before the Senate Foreign Relations Committee . . . Principal deputy assistant secretary JOHN C. MONJO testified, May 15, with other administrative witnesses, before the House Subcommittee on Asian and Pacific Affairs, on the proposed supplemental aid package to the Philippines . . . On May 22 he traveled to New York, to attend a meeting of the executive committee on the U.S.-Philippine Chamber

of Commerce, at which the under secretary for political affairs, MICHAEL H. ARMACOST, was one of the key speakers . . . Mr. Monjo attended a May 29 meeting of the U.S.-Indonesian Chamber, in New York, where the guest speaker was Indonesian Ambassador SOESILO SOEDARMAN . . . On June 4 Mr. Monjo accompanied SECRETARY SHULTZ to New York, where the Secretary addressed the Foreign



BEIJING, China—At award ceremony, Ambassador *Winston Lord*, center, with security engineering officer *Bobby R. Noel*, left, (meritorious step increase) and Seabee *William F. (Beetle) Bailey* (Navy Commendation Medal).

JAKARTA, Indonesia—*Timothy M. Mahoney*, left, receives meritorious step increase from chargé *Richard C. Howland*, for developing a programmatic approach to evaluating and monitoring AID programs.



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Policy Association ... Mr. Monjo participated in a June 5-6 "Senior Conference" at the U.S. Military Academy, West Point. The topic was "Pacific Basin: An American Strategy for the 1990s." ... Deputy assistant secretary WILLIAM C. SHERMAN attended the Japan Society annual dinner, in New York, June 5 ... Deputy assistant secretary JAMES A. LILLEY traveled to San Francisco, to greet Vice Premier YAO YILIN of China, who arrived there, May 12, from China. He accompanied the vice premier to Washington ... On May 27 Mr. Lilley gave a speech on U.S.-China relations, before the board of directors of the National Council for U.S.-China Trade, at the Madison Hotel.

The Office of China Affairs director, RICHARD WILLIAMS, and economic officer STEVE SCHLAIKJER attended a symposium on U.S.-China relations, sponsored by the Aspen Institute, at Wye, Md., May 4-7 ... On May 1, in Denver, deputy director CHRIS SZYMANSKI spoke on trade and investment opportunities in China, at a conference sponsored by the Rocky Mountain Institute of Foreign Trade ... JOAN PLAISTED, deputy director for economic affairs, traveled to Beijing, as a member of the U.S. delegation to the sixth U.S.-China Joint Economic Committee meeting, May 8-10 ... On April 21 country officer MORTON HOLBROOK discussed economic relations with China and Japan, at Bethel College, McKenzie, Tenn ... He addressed the McKenzie Kiwanis Club, April 22, and spoke on U.S.-China relations that evening at Brescia College, Owensboro, Ky ... On April 24 he addressed a conference sponsored by the U.S.-China People's Friendship Association, in Washington ... HOWARD STOFFER, political-military desk officer, traveled to Salt Lake City and Provo, Ut., March 27-28, and spoke to civic, media and university groups on Sino-U.S.-Soviet affairs ... He met with civic and university groups, May 5, in Boise, Id., and discussed U.S.-China relations and developments in military cooperation.

ROBERT B. DUNCAN, director, Office of Economic Policy, traveled to New York, June 3-5, to attend the Columbia University conference on "Japan and the United States Today." ... PAMELA SMITH has joined the economic policy staff ... RICHARD L. WILSON has taken up his duties as director for Indonesia, Malaysia, Brunei and Singapore affairs; he previously was the economic counselor at the embassy in Indonesia ... He traveled to The Hague for the annual meeting of the Inter-Governmental Group on Indonesia, June 17-19, as part of the U.S. delegation headed by CHARLES GREENLEAF, assistant administrator, Bureau for Asia and the Near East, AID ... PETER HIGGINS, economic-political counselor in Singapore, had consultations in Washington, the week of May 26, and was to be on home leave through June. Shortly after he returns to Singapore, he will begin his assignment as deputy chief of mission ... JOHN HOOG will replace Mr. Higgins as economic-political counselor ... THOMAS J. NAVRATIL has been added to the staff of the



SINGAPORE—Foreign Service national employees *Chan Hiang Koon*, procurement, second from left, and *Ali bin Hussein*, chauffeur, second from right, receive retirement certificates. Others, from left: *James L. De Keyser*, general services officer; Ambassador *J. Stapleton Roy*, *Edward F. Conyngham*, public affairs officer.

Office of Korean Affairs ... HARRIET ISOM and DAVID STRAUB were to leave that office at the end of June, to be replaced by DAVID BLAKEMORE and TED KLOTH ... Ambassador RICHARD L. WALKER returned to Seoul, June 6, after consultations and leave in the United States ... ERNEST H. PREGG, senior economic adviser for the Philippines, attended the World Bank Consultative Group meeting on the Philippines, in Tokyo, May 29-30.

JOSEPH A. B. WINDER, deputy chief of mission, Bangkok, was in Washington for consultations, June 10-12 ... JOHN MERANTE of Caracas has joined the Thai-Burma desk as economic officer. He replaces JANET MALKEMES, who begins the economic course at the Foreign Service Institute in July ... Regional affairs officer MIKE PRIVITERA escorted the 1985-86 class of White House fellows to China, Hong Kong and South Korea, May 21-June 3, meeting with national and local government figures, American businessmen and Department officials. The foreign policy study trip, an annual event in the fellows' yearlong program, took the group to the Chinese cities of Beijing, Shanghai, Hangzhou and Guangzhou, as well as to Seoul, Pusan and the border village of Panmunjom in South Korea. This year's 14-member class includes: KAREN GALATZ, ARNOLD RACHLIS and RONALD QUINCY, State Department; ALEX DIMITRIEF, CHARLES KUBIC and KIEN PHAM, White House; JOHN BARRY, National Aeronautics and Space Administration; THOMAS BENNETT, Treasury; JERI ECKHART, Labor; JERROLD LUNDQUIST, Transportation; TOM PARRIS, Office of Management and Budget; CHARLENE QUINN, Health and Human Serv-

ices; ANN RONDEAU, Justice; and RICHARD SYBERT, Defense ... LUCILLE ZAELIT, secretary in the front office, departed, June 10, for home leave and transfer to Hong Kong ... DARIA NOVAK has rejoined the bureau, in the public affairs office. □

Economic and Business Affairs

Assistant Secretary DOUGLAS McMINN, deputy assistant secretary E. ALLAN WENDT, and DANIEL SERWER, director, Office of Energy Consumer-Country Affairs, represented the United States at the April 11 meeting of the governing board of the International Energy Agency. Preceding that meeting was the April 8-9 meeting of the standing group of long-term cooperation, which was chaired by Mr. Wendt ... Mr. Serwer participated in Harvard University's two-day international conference on "Managing Oil Market Risk," May 8-9 ... HERB YARVIN attended the Data Resource, Inc., seminar on "The Return to Cheap Oil," in New York, April 28 ... STEVE ORDAL attended the March 28 meeting of the group, in Paris ... CHARLES HIGGINSON, director, Office of Energy Producer-Country Affairs, attended a meeting of the International Energy Agency's standing committee on oil markets, June 2-3, in Paris ... THOMAS MARTIN, deputy in the office, headed the U.S. delegation to a May 28 meeting of the agency's ad hoc group on international energy relations.

The deputy assistant secretary for transportation affairs, JEFFREY N. SHANE, traveled to

London, May 27-30, to conduct civil aviation negotiations . . . SAMUEL C. KEITER, director, Office of Aviation Negotiations, was a member of the U.S. delegation . . . CHARLES ANGEVINE, special negotiator for transportation affairs, chaired the U.S. delegation to civil aviation negotiations with France, June 3-6, in Washington . . . He chaired the U.S. delegation to the U.S./Australia civil aviation talks, in Washington, May 28-30 . . . He traveled to Brazil, May 7-9, to discuss remittance problems . . . ERWIN VON DEN STEINEN, director, Office of Aviation Programs and Policy, spoke about public perception of the terrorist threat to civil aviation, at a symposium sponsored by the Airport Operators Council International, May 15, in New York.

JOHN R. RIDDLE, Office of Development Finance, represented the Department on an inter-agency delegation, at the second round of Inter-American Development Bank replenishment negotiations . . . The U.S. Government delegation met with representatives of other member countries, May 19-21, in Buenos Aires . . . RAY MARIN, Office of Development Finance, participated in the Organization for Economic Cooperation and Development negotiations on export credits, in Paris, May 20-23.

People: BRUCE STRONG of the Department of Commerce's International Trade Administration has been detailed to the bureau as deputy director, Office of Business and Export Affairs . . . Other new employees include SHARON VILLAROSA, Office of Investment Affairs, and SETH WINNICK, Office of Monetary Affairs. □

European and Canadian Affairs

Office of the Assistant Secretary: Assistant Secretary ROZANNE L. RIDGWAY accompanied SECRETARY SHULTZ to Halifax, May 28-30, to participate in the NATO ministerial and bilateral meetings with European foreign ministers. Other front office personnel traveling to Halifax included deputy assistant secretary CHARLES H. THOMAS and special assistant NADIA TONGOUR. Prior to the trip, Mr. Thomas, on May 22, briefed correspondents at the Foreign Press Center on the NATO ministerial . . . Principal deputy assistant secretary WILLIAM M. WOESSNER participated in a conference on "Divided Germany," at Ditchley Park, England, May 9-11; conducted political consultations in Berlin, Vienna and Frankfurt, May 12-23; and attended a workshop on "U.S.-West German views on Security Issues," organized by the Friedrich Ebert Stiftung in Bonn, May 26-28 . . . Deputy assistant secretary MARK PALMER was the keynote speaker for Foreign Service Day, May 2 . . . On May 4, he participated in a conference on "The Gorbachev Era," in Ottawa, Canada . . . Deputy assistant secretary M. JAMES WILKINSON made two



PARIS, France—Ambassador Joe Rodgers observes "National Secretaries Day" with embassy secretaries, left to right: Jacqueline Wolfe, Helen Phillips-Murard, Camille

Napoletano Gerwig, Lisa Gillon, Patricia Powers, Ruth Schaffner, Kathleen Snider, Annie Lenhart, Denise Smith, Estelle Aubin, Anne May Chew.



FRANKFURT, West Germany—Consul general William Bodde with Ise Wenda, who retired after 26 years as Frankfurt's language instructor.

trips to New York, May 9 and 28, for Cyprus-related meetings . . . He addressed the Merrill Lynch Advisory Council, in Washington, May 30.

Office of Canadian Affairs: Director CARROLL BROWN participated in a pre-advance trip to Victoria, Vancouver and Ottawa, Canada, May 19-21, in preparation for VICE PRESIDENT BUSH's June 10-13 journey.

Office of Central European Affairs: Traveling to Halifax for the NATO ministerial, director HARRY GILMORE and GEORGE GLASS participated in the Berlin quadripartite events . . . JIM LANE accompanied Mr. Woessner to East Berlin, May 15-16, for political consultations with East German officials.

Office of Eastern European and Yugoslav Affairs: Deputy director NICHOLAS R. LANG accompanied Department counselor EDWARD DERWINSKI to Bucharest, May 26. He subsequently spent several days in Belgrade assisting with the visit of Under Secretary MICHAEL ARMACOST.

Office of Soviet Union Affairs: Ambassador ARTHUR A. HARTMAN (Moscow) had legislative and executive branch consultations in Washington, May 15-June 2 . . . Director MARK R. PARRIS addressed a working group of the American Jewish Congress' national conference, in Washington. He spoke on U.S.-Soviet relations and Soviet Jewry . . . JOHN M. EVANS has replaced B. LYNN PASCOE as deputy director of the office.

Office of European Security and Political

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Affairs: ERIC REHFELD, special assistant, participated as a member of the U.S. delegation to the spring NATO conference of senior logisticians, the week of April 15 . . . The U.S. delegation was headed by Assistant Secretary of Defense JIM WADE and the Joint Chiefs of Staff's Vice Admiral W.J. COWHILL . . . Mr. Rehfeld participated in the newly-formed NATO Communications and Information Systems Committee, as part of the U.S. delegation headed by deputy assistant secretary of defense TOM QUINN and the Joint Chiefs' Lieutenant General CLARENCE MCKNIGHT, the week of March 5 . . . Both meetings were held at NATO headquarters in Brussels . . . Office director RAY CALDWELL accompanied the Secretary of Defense to the spring meeting of the NATO Defense Planning Committee, in Brussels, May 22 . . . RAY CALDWELL, GEORGE WARD, MICHAEL KLOSSON and EILEEN BIERNACKI traveled to Halifax, in support of the Secretary's participation in the ministerial meeting of the North Atlantic Council, May 28-30.

Office of Northern European Affairs: Visiting the Department on consultation were Ambassadors MARGARET M. HECKLER (Dublin), L. NICHOLAS RUWE (Reykjavik) and TERENCE A. TODMAN (Copenhagen), who also traveled to Syracuse University and Morgan State University to receive honorary degrees, and consul general SAMUEL BARTLETT (Belfast).

Office of the Executive Director: Post management chief BERNARD J. WOERZ visited Paris, Antwerp, Brussels, Copenhagen, Bern and Geneva, to consult with posts and help them focus attention on budget reductions and other management issues . . . Personnel chief JOHN M. O'KEEFE transferred to Manila, effective June 16; his replacement is MORRIS (RUSTY) HUGHES . . . Also leaving the Executive Office are ELLIOTT R. LIEF, budget; WAYNE K. LOGSDON and MARY C. PENDLETON, post management . . . Visiting Washington as part of the bureau's Foreign Service national employee training program were ARAKEL S. ALEXANIAN, Athens; CHRISTIANE DE MOISSAC, Paris; and MICHAEL G. STEPHEN, Bonn. □

Foreign Service Institute

JOHN W. McDONALD spoke to the "Great Decisions" group in Arlington, Va., on Third World development issues, March 3 . . . He lectured at the Foreign Service Institute, March 4 and 6, on "The Art of Negotiation" and the "UN Security Council." . . . He attended the International Studies Association conference, in Anaheim, Calif., March 27-29, and spoke on "Track II Diplomacy" and "Multilateral Diplomacy." . . . He spoke to Kent State University students, on "The United Nations Today," April 16 . . . On April 25 he spoke at the University of Maryland Law School, Baltimore, on "The Art of Negotiation." . . . On April 28, in Washington,



FOREIGN SERVICE INSTITUTE—Graduates of the March information systems training class, left to right (front row): Gillian Keys, Johannesburg; Cindy Bonderoff, Vancouver; Malia Scanlan, Belgrade; Carol Andren, Stockholm; Houry Baharian, Riyadh; Chuck Bennett, Beijing; Fathy El Demerdash, Cairo;

John O'Leary (training assistant), Islamabad; Ben Acton (coordinator). Back row: March Wheatley (chairman); Michael Mandana Lanata, Kinshasa; Jim Reid, Wellington; Marina Mena, Ciudad Juarez; Cecilia Lee, Singapore; Dick Crehan, Johannesburg. (Photo by Lloyd McKenzie)

he spoke to the National Conference of Rehabilitation International, on "The International Decade of Disabled Persons."

DAVID SCOTT PALMER, associate dean for programs and chairman for Latin American and Caribbean studies, published an article, "Rebellion in Rural Peru," in the January issue of *Comparative Politics*. His study, "The Latin American Military Institution," of which he is a coauthor, was recently published by Praeger . . . PETER BECHTOLD, chairman, Near East/North African area studies, gave the dedication address at Baltimore Hebrew College, April 20. His topic was "The Middle East: What Next?" . . . KENDALL MYERS, chairman, western European studies, gave an orientation lecture on German politics, for congressional staffers, prior to their trip to West Germany, April 11 . . . The regional language training supervisor for Spanish, MARTHA GOWLAND, traveled to Santo Domingo and Guatemala City, February 15-March 13. While visiting these two posts, she administered language proficiency tests, reviewed the post language program and, while in Santo Domingo, visited the Entrena language school . . . BILL GRANARA, regional language training supervisor for Arabic, traveled to Tunis, Cairo, Damascus and Amman, March 21-April 15 . . . He visited the Field School in Tunis, where he reviewed the school operation with school director BONNIE ANDERSON . . . On a stopover in London, he toured the Foreign Office field school . . . The regional language training supervisor for Spanish, SUSANA FRAMINAN, visited San

Jose and Tegucigalpa, April 7-19. While on this trip, she administered language proficiency tests and reviewed the post language programs.

New employees at the institute include BETH CLETO, School of Language Studies; PATRICIA EDWARDS, Registrar's Office; DEE HAHN-ROLLINS, School of Professional Studies; ANTHONY SPKAUSKAS, administrative training; WABI ABOUDOU and SOLOMON ATAYI, French language instructors; STELLA VANDERVEEN, Italian; SEMA ESENER, Turkish; MOHMOND ELGIEALI, Arabic; SUNDA KINGSLEY and KYI KYI MYINT, Thai; ZHANNA KARTSEVA, Russian; and VERA LAPCEVIC, Serbo-Croatian. □

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER was interviewed by SERGIO LOPEZ-MIRO for Radio Marti, on the bureau's report, "Human Rights in Castro's Cuba." . . . He addressed a conference at Marymount College, Arlington, Va., sponsored by Religion in Communist-Dominated Areas. The subject was the differentiated U.S. human rights policy in eastern and central Europe . . . On the occasion of Andrei Sakharov Day, Mr. Schifter read a presidential proclamation at a tribute to Mr. Sakharov at New York's Town Hall . . . In the Department, Mr. Schifter discussed U.S. human rights policy, at a

workshop with the American Jewish Committee ... He addressed the International Human Rights Law Group at the National Press Club, in honor of JAIME CARDINAL SIN ... He addressed the American Psychiatric Association annual meeting, on "Human Rights as an Aspect of International Diplomacy," briefed the Baltimore Sun editorial board, and spoke before the Baltimore Council on Foreign Affairs, on the foundation of the American consensus in support of factoring human rights into U.S. foreign policy ... He recorded a statement for Voice of America in commemoration of the 10th anniversary of the founding of the Helsinki monitoring group ... BRUCE CONNUCK and ED ATKINS traveled to Bern for the conference on human contacts ... TOM WILLIAMS has joined the bureau as director for multilateral affairs and human rights programs ... ROBERT RACKMALES is the new regional director. □

SAN SALVADOR—*Jose Mauricio Duarte Castro*, Foreign Service national in the consular section, receives letter of commendation from *Laura Dietrich*, deputy assistant secretary for human rights and humanitarian affairs.



Intelligence and Research

Office of The Geographer: GEORGE J. DEMKO, director, presented a lecture at the George Washington University seminar on Latin America, "Political Geographic Interactions Between Moscow and the USSR: A Soviet Perspective," June 5 ... He spoke at the Sergeant Majors Academy, Fort Bliss, Tex., on "The Geography of Terrorism," June 25.

Office of Analysis for Near East and South Asia: Deputy director and South Asia Division chief RON LORTON traveled to London, for consultations with Embassy London and the British, April 27-30 ... India analyst WALTER ANDERSEN attended the seventh U.S.-Soviet conference on Asia, at Lake Tahoe, May 19-23 ... He addressed Fulbright scholars assigned to South Asia, on regional politics in the subcontinent, June 3 ... ALAN MAKOVSKY, Jordan analyst and acting analyst for Israel, spoke at two panels on terrorism, at the Delaware youth conference in Dover, May 12 ... He attended a conference on Middle East affairs, at Rutgers University, June 9-10 ... Pakistan analyst ELIZA VAN HOLLEN and Afghanistan analysts CRAIG KARP and PAUL TROTTIER attended a seminar on the effects of war on the Afghan people. The seminar was hosted by Georgetown Center for Strategic and International Studies, April 21.

Office of Analysis for Western Europe: GLENN R. CELLA, director, traveled under USIA auspices to Switzerland, Yugoslavia, Turkey, Greece and Bulgaria, May 1-21. He delivered a series of lectures and engaged in other public affairs activities, in which he concentrated primarily on U.S. arms control policy. Prior to



INTELLIGENCE AND RESEARCH— Director *Mort Abramowitz* presents the *Dennis W. Keogh Memorial Award* to *Richard M. Hermann*, right, former member of the Current Intelligence Staff, who was selected by his

colleagues as the officer best representing "high standards of leadership and professionalism." The award is named for the former chief of the staff, who was killed while on temporary duty in Namibia in 1984.

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returning to Washington, he attended the spring meeting of the North Atlantic Assembly, in Luxembourg, and the seventh European-American workshop on Current Security Issues, sponsored by the Friedrich Ebert Foundation in Bonn . . . F. HERBERT CAPPS, deputy director, attended the Society for Advancement of Scandinavian Studies annual meeting, at Luther College, Decorah, Io., May 1-4 . . . He lectured at the Foreign Service Institute to officers assigned to Scandinavian missions, on the role of domestic factors in Scandinavian foreign and defense policies, May 9.

Office of Analysis for the Soviet Union and Eastern Europe: PAUL GOBLE, analyst, met with Ukrainian and Jewish groups in Boston and New York, March 31-April 1, and spoke on Soviet nationality theory and the 27th party congress, to the Midwest Slavic Conference, in Madison, Wisc., April 19 . . . He presented the paper "Seedbeds of Communism: Moscow's Plan for the Sovietization of Afghan Youth," to a conference on Afghanistan at Georgetown University, April 21 . . . MARTHA MAUTNER, deputy director, participated in a panel discussion on U.S.-Soviet Relations, at the Mount Holyoke College Washington Internship Program anniversary, in Washington, April 19 . . . IGOR BELOUSOVITCH attended the conference on Soviet Jewry at Baltimore Hebrew College, April 20. □



RIO DE JANEIRO, Brazil—On his retirement from the Foreign Service, **Wilbert Roebuck Jr.**, communications program officer, left, receives

certificate of appreciation from consul general **Alfonso Arenales** for his almost 30 years with the U.S. Government.

Inter-American Affairs

Office of Central American and Panamanian Affairs: RICHARD R. WYROUGH, coordinator for Panama affairs, accompanied by JEANNE M. PRYOR, canal study officer, traveled to Panama, June 1-6, to participate in the inaugural ceremony and first board meeting of the tripartite Canal Alternatives Study Commission . . . NORMA HARMS, Nicaragua desk officer, traveled to Miami, June 6-7, to attend a dinner in honor of Father LEON PELAIS, who is active in rendering assistance to Nicaraguan refugees, and to review the situation of the Nicaraguan exile community . . . JOHN HAMILTON, regional affairs officer, accompanied special envoy PHILIP C. HABIB to Costa Rica, Guatemala and El Salvador, May 31-June 3. Consultations were also held with Honduran, Costa Rican and Salvadoran experts, on Contadora, May 13-14 . . . A *despedida* was held in the office in honor of DAVID DLOUHY, deputy director, and MARY EDNA GIACOMIN, secretary for the coordinator, May 30, in recognition of their pending departures for El Salvador and the Bureau of Human Rights and Humanitarian Affairs, respectively.

Office of Regional Political Programs: P. PETER SARROS, director of regional political programs, visited Tulsa, June 3-4, where he addressed the Sunoco Forum, provided editorial backgrounders to the Tulsa World and Tulsa Tribune, and a radio interview on KRMG . . . On June 6 he provided backgrounders on Central



INTER-AMERICAN AFFAIRS—**Bob Beckham**, Office of Regional Economic Policy, receives Superior Honor Award from deputy assistant secretary **Paul Taylor**, for his work as

a section chief on the Central American Initiative and on budget issues. (Photo by Doris Alston)

America to the Philadelphia Inquirer, the New York Journal of Commerce and the Mail Tribune of Medford, Ore. . . . Colonel JAMES B. SIVELLS, politico-military officer, briefed students and staff at Wright-Patterson Air Force Base, on Central American issues, May 21.

Office of Andean Affairs: The ambassador to Colombia, CHARLES A. GILLESPIE JR., was in Washington, June 2-6, and the ambassador to Ecuador, FERNANDO E. RONDON, was here June 23-27 . . . Bolivia desk officer BARBRO OWENS left the office, May 12, for Spanish language training at the Foreign Service Institute, in preparation for her onward assignment to San Salvador . . . PAUL WISGERHOF, former economic counselor in Lima, has been detailed to Andean Affairs through the end of the summer, and is now acting deputy director and acting Bolivia desk officer . . . Chile desk officer JIM SWIGERT visited Santiago for consultations and orientation, May 10-18. During his stay he joined Ambassador HARRY BARNES on a trip to Chile's north, with labor attache DON KNIGHT. □

U.S. Mission to the Organization of American States

On May 15 Ambassador RICHARD T. McCORMACK accompanied Assistant Secretary ALAN KEYES to a hearing on the budget for the Bureau of International Organization Affairs, before the Subcommittee on Western Hemisphere Affairs of the Senate Appropriations Committee . . . Mr. McCormack provided remarks concerning U.S. contributions to the Organization of American States . . . He then attended a luncheon hosted by Congressman TOM PETRI (R.-Wis.) in honor of LUIS ALFONSO CABRERA HIDALGO, president of the Congress of Guatemala, and FRANCISCO VILLAGRAN, vice foreign minister of Guatemala . . . The visiting mayor of San Juan, Puerto Rico, BALTAZAR CORRADA, paid a courtesy call on Mr. McCormack, May 20 . . . On May 27 Mr. McCormack conducted a meeting to follow-up on the inter-American specialized conference on traffic in narcotic drugs, held in April in Rio de Janeiro. The meeting was attended by Department of Justice officials JAMES KNAPP, RON GAINOR and CHARLES SAPHOS; MARK DION, deputy assistant secretary in the Bureau for International Narcotic Matters; and members of Mr. McCormack's staff, LOWELL FLEISCHER and ROBERT M. SAYRE . . . On May 27 Mr. McCormack gave a briefing at State, to visiting members of "The President's Committee" of Citizens for the Republic, on problems of attracting investment to Latin America . . . He led the U.S. delegation to the protocolary meeting of the permanent council of the Organization of American States, May 28, held in honor of JOSE SIMON AZCONA HOYO, president of Honduras, who spoke about Central America . . . Mr. McCormack spoke at the annual conference of the National Council of Hispanic Women, June 2, at the National Press Club, on investment in Latin America . . . On June 1 RICHARD

HINES joined the staff of the mission, as senior political adviser . . . Senior political adviser LOWELL FLEISCHER is serving as acting deputy chief of mission. □

International Communications and Information Policy

DIANA LADY DOUGAN, U.S. coordinator and director for information policy, accompanied by BOHDAN BULAWKA, special assistant, consulted with senior communications, foreign and economic ministry officials, in Bonn, London, Dublin and Paris, April 30-May 9 . . . She participated in the semiannual meeting of the Board of International Broadcasting, in Munich, April 26-27, and gave an opening address at the International Radio Consultative Committee plenary assembly, in Dubrovnik, Yugoslavia, May 12 . . . LEONARD MARKS, U.S. High Frequency World Administrative Radio Conference chairman, traveled with Ms. Dougan in Bonn and London, to discuss the upcoming conference, slated for January.

RICHARD SHRUM, director, Office of International Radiocommunications, headed the U.S. delegation to the 16th plenary assembly of the International Communication Union's International Radio Consultative Committee, in Dubrovnik, Yugoslavia, May 12-23 . . . WARREN RICHARDS and SANDRA PECTOL, same office, were on the delegation and participated in the meeting. The committee studies technical and operational issues in the field of radiocommunications, and seeks to adopt recommendations on them. The plenary assembly dealt with the entire range of radio, from communications satellites to land mobile systems, from TV broadcasting to deep space research. Seventy-five countries and more than 400 delegates attended.

On May 27 TIMOTHY C. FINTON, Office of Planning and Analysis, participated in the first meeting of the U.S.-Canada Ad Hoc Committee on Retransmission Rights, at the Library of Congress. This group has been formed to discuss copyright problems in transborder broadcasting, and to reach interim solutions pending the adoption of a new Canadian copyright law. The bureau has the U.S. Government responsibility of ensuring copyright protection for programming in the approval of U.S. domestic satellites for transborder broadcasts by the Federal Communications Commission. The second meeting of the committee will be in Ottawa in September.

DOMENICK IACOVO, deputy director, Office of Technical Standards and Development, headed the U.S. delegation to the International Telecommunication Union's Consultative Committee for International Telegraph and Telephone "Special S" Study Group meeting, in Geneva, May 27-June 4. "Special S" is responsible for examining the current work structure and work methods within the consultative committee for international telegraph and telephone . . . D.

CLARK NORTON, Office of External Relations represented the Department at a meeting of the Advisory Group on the Center for Telecommunications Development, in Geneva, June 5-7. The center has been established under the International Telecommunication Union, as a cooperative effort between governments and private industry to promote communications development in developing countries . . . ISHMAEL LARA, Office of Regulatory Affairs, represented the Department at the International Telecommunications Satellite Organization's 16th meeting of signatories, in Panama City, April 7-10.

People: ALLEN OVERMYER has been appointed director of the Office of External Relations . . . NORMAN ACHILLES, a Foreign Service officer, has been assigned to the Office of Technical Standards and Development . . . NEAL WALDROP, a Foreign Service officer, is joining the Office of External Relations. □

International Narcotics Matters

Acting assistant secretary ANN WROBLESKI and program officer DIANNE GRAHAM traveled to Madrid, Spain, May 20-22, where Ms. Wrobleski delivered the opening address to European directors general of customs organizations . . . They then traveled to Vienna, to meet with key officials of the UN narcotics agencies . . . The primary focus of the meetings was to discuss preparations for the 1987 world conference on drug abuse, illicit trafficking and the status of the drafting of a new convention on drug trafficking. □

International Organization Affairs

Assistant Secretary ALAN L. KEYES accompanied the Secretary to New York for the opening of the UN Special Session on Africa . . . He debated the "Crisis at the United Nations" with former UN Ambassador ELIOT RICHARDSON, on Howard University's live-televized program, "Evening Exchange" . . . He testified before the Senate Subcommittee on Foreign Operations and addressed the Citizens for the Republic, in the Department's Loy Henderson Conference Room . . . Mr. Keyes spoke on "Conscience and Diplomacy," before the Council on Religion and International Affairs, in Boston . . . He addressed the B'nai B'rith Anti-Defamation League, in New York . . . He spoke before the World Affairs Council of Washington, on "UN Renewal or Decline." . . . He participated in the Department's briefing for media representatives and addressed the foreign policy conference of the National Minority and Women's Organization, on "Global Overview," in the Loy Henderson Conference Room . . . He participated in the John M. Olin Center's conference

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"America's Role in the World," in Paris, and the Stanley Foundation's 21st conference on the United Nations, in Quebec City.

Deputy assistant secretary LAURA GENERO participated in the first session of the Economic and Social Council, April 29-May 23, in New York, as did BEVERLY ZWEIBEN and ERNEST GRIGG of the Office of Human Rights and Women's Programs ... Mr. Grigg, officer-in-charge of women's programs, accompanied MAUREEN REAGAN to Swaziland, April 23-28, to attend the coronation of King MSWATI III ... Acting deputy assistant secretary MILTON KOVNER traveled to Athens, Belgrade, Dublin, Madrid and Valletta, June 14-28, for consultations ... GIL KULICK, deputy director, UN Political and Multilateral Affairs Office, traveled to Ottawa, June 15-16, with Mr. Keyes, for bilateral consultations ... STEPHEN CROMWELL, Office of International Conference Administration, served as administrative officer at the International Telecommunications Union conference in Dubrovnik May 12-23 ... CAROLE MEDEIROS of the office served as documents officer to the Conference on Security and Cooperation in Europe, in Bern, April 30-May 26 ... LOUIS DEANER, director of the office, attended the Federal Executive Institute in Charlottesville, Va., May 12-June 6 ... ANTONIO GAYOSO, director, Office of International Development Assistance, and HARRY GLAZER, chief, Economic Development Division, same office, participated in the 33rd session of the UN Development Program governing council, as alternate representative and adviser, respectively. The council met in Geneva, June 2-29, and reviewed 50 country programs for the

fourth cycle, 1986-91 ... HARTFORD T. JENNINGS, acting director, Office of International Development Assistance, consulted with MILLICENT FENWICK, U.S. representative to the UN Food and Agriculture Organizations in Rome, during her visit to Washington, June 16-18 ... LUCY TAMLYN, Agriculture Development Division, Office of International Development Assistance served as an adviser on the U.S. delegation to the World Food Council's 12th ministerial session, in Rome, June 16-18.

People: LINDA O'BERRY transferred from the Bureau of Consular Affairs to the Office of U.S. Budgetary Presentation and Payments ... ROBERT LOOSLE, Office of International Conference Programs, resigned ... ELIZABETH BURN, Office of the Deputy Assistant Secretary for International Social and Humanitarian Affairs, resigned ... DONALD C. ELLSON transferred from the Bureau for Refugee Programs to the Office of International Development ... MARGARET BARRETT, Office of UN System Recruitment, retired. □

Legal Adviser's Office

MARY MOCHARY, deputy legal adviser, traveled to Columbus, O., to address Army Adjutants General on "The U.S. Response to Interna-

ROME, Italy—At the U.S. mission to the UN Agencies for Food and Agriculture, Ambassador Millicent H. Fenwick, third from left, presents awards to (from left) Allan R. Furman, H. Peters Strong and Patricia A. Zanella of AID, and to deputy chief of mission Edmund M. Parsons.



tional Terrorism." ... She was a principal speaker at the William Penn Association, in Pittsburgh, at its centennial banquet ... MALVINA HALBERSTAM, counselor on international law, was a luncheon speaker at the symposium on terrorism and transportation, at the Dirksen Senate Office Building ... She lectured at the American Jewish Congress convention, on the "Elimination of Discrimination Against Women." ... PETER PFUND, assistant legal adviser for private international law, traveled to New York, to chair a meeting of the study group on international negotiable instruments, at the United Nations ... DAVID SMALL, assistant legal adviser for economic, business and communications affairs, traveled to London, to attend meetings on Libya sanctions ... He traveled to Williamsburg, Va., to speak at the intelligence community legal conference on U.S. economic sanctions ... SAMUEL WITTEN, attorney-adviser for international claims and investment disputes, traveled to The Hague, Netherlands, to present the position of the United States on behalf of the Carolina Brass Co., at hearings before the Iran/U.S. Claims Tribunal ... He traveled to Italy, to do research on an international arbitration case ... DAVID BALTON, attorney-adviser for the Office of Claims and Investment Disputes, traveled to McGuire Air Force Base, N.J., to review documentation for a claim before the Iran/U.S. Claims Tribunal, concerning Iran's foreign military sales program ... JONATHAN SCHWARTZ, an attorney-adviser in the Office of Nuclear Affairs, traveled to Tokyo, for negotiation of an agreement for peaceful nuclear cooperation.

People: LAURINDO JOHNSON of the Message Center departed to accept a position with the Foreign Affairs Information Management/Record Service Center, as an archive technician ... The office welcomed back GAYLE TEICHER from extended leave ... The Office of Law Enforcement and Intelligence welcomed BEVERLY HOLMAN, who came from the Bureau of Intelligence and Research. □

Management

Office of the Under Secretary

WILLIAM I. BACCHUS has replaced DWIGHT N. MASON as the legislative affairs officer. He was the director of the Policy and Coordination Staff in the Bureau of Personnel. Mr. Mason has departed for his onward assignment as deputy chief of mission in Ottawa. □

Office of Equal Employment Opportunity and Civil Rights

Between June 1-11, CLARENCE E. HODGES, deputy assistant secretary, visited Embassies Moscow, Warsaw and Copenhagen, where he conducted equal opportunity reviews and spoke with embassy personnel about the Department's policies and programs ... On June 9 the office cosponsored, with AID, a self-protection program. Lieutenant JIM BULLARD

of the Memphis Police Department led members of the audience through defenses against attacks ranging from flirty molestations to serious assaults. The program, popularly dubbed the "Memphis Message," sought a change of attitude toward the threat of crime and in one's response to it. □

Family Liaison Office

Community liaison office coordinators CAROLE JONES (Abidjan), MARY ANN MERIKOSKI (Reykjavik), LYNN BIELENBERG (Bridgetown), BETTY PODOL (Kinshasa) and MICHELLE LABRIOLA (Caracas) visited the office in May. KATHLEEN LOKEN (Colombo), VIVIAN QUAGLIA (Damascus), CYNTHIA CHIARELLO (Oslo) and GILLIAN MUELLER (Warsaw) visited the office in April. □

Office of Foreign Missions

PAUL SMITH, operations officer, addressed New York state tax authorities, in Albany, May 8. □



TEL AVIV, Israel—At reception that marked the retirement of four Foreign Service nationals whose combined service totaled 125 years.

From left: Alphonse Dayan (29 years), Salim Sayegh (34), deputy chief of mission Robert A. Flaten, Rose Lereah (31), Heskel Yehuda (31).

Medical Services

The recent American Psychiatric Association convention was attended by State's regional psychiatrists, who visited here during this time. Included were Drs. ESTHER ROBERTS from Bangkok; CHRISTINE BIENEK from Abidjan; ELMORE RIGAMER from Vienna; HAROLD RINIER from Cairo and TERENCE FEIR from New Delhi . . . The office welcomed three new employees: Dr. STEVEN JOHNSON, who is en route to Dhaka; CHRISTINE GILMORE, family nurse practitioner assigned to Mogadishu; and JIM MESSITER, family nurse practitioner assigned to Khartoum. □

Near Eastern and South Asian Affairs

On May 16 Assistant Secretary RICHARD MURPHY met with members of the American Jewish Committee, to discuss U.S. policy in the Near East . . . On May 8 deputy assistant secretary ARNOLD RAPHEL met with alumni of the Harvard University Advanced Management Program, to discuss U.S. policy in the Near East and North Africa . . . On May 5 deputy assistant secretary ROSCOE SUDDARTH traveled to New York, where he met with members of the National Jewish Community Relations Advisory Council, to discuss U.S. policy in the Middle East and U.S.-Israel relations . . . On May 15 the deputy for Middle East negotiations, WILLIAM KIRBY, and PHILIP WILCOX, director, Office for Israel and Arab-Israeli Affairs, briefed Young Israel leaders visiting the Department under the

sponsorship of the Religious Action Center . . . On the same date the special assistant for Middle East negotiations, JOSIAH ROSENBLATT, met with Hadassah members, to discuss peace efforts.

HERBERT G. HAGERTY, director, Office of Pakistan, Afghanistan and Bangladesh Affairs, attended the seventh American-Soviet Conference on Asia, sponsored by the University of California (Berkeley), at Lake Tahoe, Calif., May 18-23, as an observer-participant . . . On May 5 WENDY CHAMBERLIN, acting director, Office of Regional Affairs, addressed students participating in the Baltimore World Affairs Council's "Foreign Policy Day." . . . NANCY JOHNSON, Office of Regional Affairs, briefed students in the "Close-Up" program, on U.S. policy, May 13 . . . Deputy public affairs adviser DONALD COFMAN met, May 28, with students from the University of Alabama, to discuss policy issues . . . The deputy director of the Office of Egyptian Affairs, DAVID GREENLEE, briefed officers from the Armed Forces Staff College, on U.S.-Middle East policy issues, May 5 . . . ROGER DANKERT, country officer for Libya, spoke to public and media groups in Rochester, N.Y., May 20 . . . He traveled to Camp Lejeune, N.C., April 10, to speak to officers of the Marine Amphibious Unit departing to join the Sixth Fleet . . . Bangladesh country officer ROBERT W. BOEHME traveled to Bangladesh, Pakistan and India, April 21-May 12, for consultations . . . On May 6 public affairs officer DIANE KELLY briefed students visiting the Department from the Philadelphia World Affairs Council. She discussed Middle East and North African policy issues . . . BRENT HARTLEY, Office of Egyptian Affairs, met with

students from Radnor (Pa.) High School, May 12, to discuss peace efforts and Middle East policy. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE oversaw the activities of the Department's working group on the Chernobyl nuclear incident, April 28-May 12 . . . He testified, May 1, before the Foreign Operations Subcommittee of the Senate Appropriations Committee, on multilateral development banks' lending policies and the environment . . . On May 10 he appeared before the Senate Foreign Relations Committee, to support the ratification of two protocols to international conventions regarding liability and cleanup of oil spills from vessels . . . He was the lead witness, May 20, at joint hearings of the House Foreign Affairs and Science and Technology Committees, on science, technology and American diplomacy . . . On May 22 he cochaired the semiannual meeting of the U.S.-Israel Binational Industrial Research and Development Foundation, in Gaithersburg, Md. . . . He participated, May 27, in the meeting of the U.S.-Spain Joint Council, in Washington . . . Principal deputy assistant secretary RICHARD J. SMITH directed the Chernobyl working group. Other participants from the bureau were SCOTT N. THAYER, JAMES B. DEVINE, MICHAEL CONGDON, CHARLES NEWSTEAD, MARTIN PROCHNIK, ALLEN SESSOMS, PATRICIA MURPHY, JOHN DOOLEY,

BUREAU NOTES

GWEN BEATTY, MARY PONDER and RAMONA PRITCHETT ... Later in the month Mr. Smith took part in meetings associated with the visit of the Canadian environment minister and the U.S.-Turkey joint economic and trade consultations.

On April 30 the Office of the Geographer and the Office of the Coordinator of Population Affairs sponsored an interagency colloquium on China's family planning program, chaired by the coordinator, **NANCY OSTRANDER**. Main speakers were **RONALD FREEDMAN**, University of Michigan, and **WILLIAM LAVELLY**, University of Washington ... **EDWARD E. WOLFE**, deputy assistant secretary for oceans and fisheries affairs, accompanied by **BRIAN HALLMAN**, deputy director, Office of Fisheries Affairs, headed the U.S. delegation to the eighth round of fisheries negotiations between the United States and 16 South Pacific island states, in Honolulu, May 5-9 ... The week of May 26, **MARIE-ANNIC MARTIN-SANE**, first vice-chairman of the Intergovernmental Oceanographic Commission, and **MARIO RUIVO**, secretary of the commission, visited the bureau for consultations on the commission's program activities and budget. They met with, among others, Mr. Negroponte and deputy assistant secretary **EDWARD WOLFE**.

RICHARD ELLIOT BENEDICK, deputy assistant secretary for environment, health and natural resources, led the U.S. delegation to the semiannual meeting of the U.S. mission to the Organization for Economic Cooperation and Development's environmental committee, in Paris, April 28-30, where he was re-elected vice president ... On May 2, he had consultations at the Quai d'Orsay on radioactive waste disposal issues, including the South Pacific convention on marine pollution ... He led the U.S. delegation, which consisted of representatives of the Environmental Protection Agency, Department of Energy, National Oceanic and Atmospheric Administration, and U.S. Forest Service, to the international conference on acidification and its policy implications, in Amsterdam, May 5-9 ... On May 7 he consulted with the Netherlands ministry of foreign affairs in The Hague, on radioactive disposal in the oceans and the London dumping convention.

ROGER E. SOLES, executive director, "U.S. Man and the Biosphere Program" traveled to Salt Lake City, May 27-30, to help plan international projects of the program directorate on urban ecosystems ... Deputy director (and chairman of the Joint Board) **WILLIAM A. GARLAND** and **GERALD E. WAGNER**, Office of Cooperative Science and Technology Programs, attended the 28th U.S.-Yugoslav Joint Board for Science and Technology Cooperation meeting, May 12-16, in Portoroz, Yugoslavia.

FRED MCGOLDRICK, director, Office of Non-Proliferation and Export Policy led the U.S. delegation in nuclear nonproliferation consultations with representatives from Canada and Australia, May 21-22, in Washington ... On May 26-30, in Tokyo, Mr. McGoldrick led the

U.S. delegation in the latest round of discussions with Japan on a new agreement for peaceful nuclear cooperation ... **ALLEN L. SESSOMS**, director, Office of Nuclear Technology and Safeguards, led the U.S. delegation to the meetings of the International Atomic Energy Agency's committee on assurance, in Vienna, April 28-30 ... He led U.S. discussions with South Korea, in Seoul, in preparation for the visit of its science minister and the 10th meeting of the U.S./Korean joint standing committee on nuclear and other energy technologies. These meetings were held May 26-28 ... May 21-24 saw officials of the International Atomic Energy Agency visit Washington, for the fourth annual meeting, to review implementation of the U.S. International Atomic Energy Agency safeguards agreement, the voluntary offer under which international safeguards are applied at some U.S. civil nuclear facilities. The meeting was chaired by **J. CHRISTIAN KESSLER**, Office of Nuclear Technology and Safeguards, and included participants from the Department of Energy, Arms Control and Disarmament Agency and the Nuclear Regulatory Commission, representing the United States. The following week, Mr. Kessler chaired the regular semiannual program review meeting for the U.S. program for technical assistance on International Atomic Energy Agency safeguards, at Brookhaven National Laboratory, between the interagency technical support coordinating committee and the management of the International Atomic Energy Agency Department of Safeguards. □

Politico-Military Affairs

On May 2 Assistant Secretary **H. ALLEN HOLMES** attended a meeting of the European Policy Group of the Georgetown University Center for Strategic and International Studies, on "Europe, Intermediate Nuclear Force and Tactical Ballistic Missiles." ... On May 8 he testified before Senate Foreign Relations Committee hearings on nuclear testing ... On May 15 he testified before a House arms control panel, on arms control negotiations ... **JOHN H. HAWES**, principal deputy assistant secretary, spoke on "Arms Control Verification: Challenges for the 1990s," before the American Association for the Advancement of Science, in Philadelphia, May 29 ... Colonel **RALPH HALLENBECK** traveled to Oslo and the Hague, May 12-13, to provide briefings on Soviet compliance with the SALT II (strategic arms limitation talks) treaty ... He then went on to Paris, where he participated in negotiations with 18 Western countries, to design a multilateral chemical weapon precursors export control program ... Lieutenant Colonel **DAVE LAMBERT**, Office of Theater Military Policy joined Mr. Hallenbeck for the May 15-16 meeting in Paris on chemical weapons precursors ... **RONALD BARTEK** accompanied Mr. Holmes to the meeting of the Special Consultative Group of NATO, in Brussels, May 5-6 ... On May 14-15 Mr. Bartek attended the High Level Group

meeting in Charleston, S.C., to discuss NATO nuclear strategy and forces ... **ELEANOR SUTTER**, Office of Strategic Nuclear Policy, went to Colorado Springs, May 2-6, to attend a seminar sponsored by the Defense Department, on the legal ramifications of space programs and the strategic defense initiative ... Mr. Hallenbeck also attended the seminar ... **JOHN BLANEY** of the office traveled to Geneva, Switzerland, May 6-7, as the State representative on a delegation which held exploratory talks with the Soviets on establishing a risk reduction center.

People: Arrivals: **DONALD HARRIS** has joined the staff of the Executive Office ... **MARK MOHR** has joined the staff of the Office of Theater Military Policy ... The following summer interns have entered on duty with the bureau: **SHOSHANA CHATFIELD**, Boston University, Office of Security Analysis; **JANET HILL**, Georgetown University, and **ERIC SEMLER**, Dartmouth College, Office of Conference on Confidence and Security Building Measures and Disarmament in Europe; **HEATHER McCULLOCH**, University of California, Berkeley, Office of Theater Military Policy; **TODD PEARSON**, George Washington University, Office of Strategic Technology Affairs; Lieutenant **ROBERT AYER**, U.S. Coast Guard, and cadet **DAVID McCORMICK**, West Point, Office of International Security Policy.

Departures: **JOHN TIPTON**, a State exchange officer at the Pentagon, retired, June 3, after more than 20 years' service with State. □

Public Affairs

Office of the Assistant Secretary: On May 28 the assistant secretary for public affairs and Department spokesman, **BERNARD KALB**, accompanied **SECRETARY SHULTZ** to New York, for his address to the UN special session on Africa. From New York they traveled to Halifax, Nova Scotia, for the annual North Atlantic Council ministerial meeting, returning to Washington May 30 ... Mr. Kalb also traveled with the Secretary to New York on June 4, where the Secretary delivered a speech on the Philippines to the Foreign Policy Association and, again, on June 10, for his address to the Economic Club on free and fair trade ... Deputy assistant secretary **ROBERT M. SMALLEY** addressed the Royal Irish Academy, in Dublin, May 5 ... On May 6 he spoke at the University of Nottingham, England, to students and to "Peace Through NATO," on U.S.-Soviet relations and arms control policies ... On May 7 Mr. Smalley met in London with the British Atlantic Group of Young Politicians ... On May 8 he addressed a joint meeting of the English-Speaking Union and Peace Through NATO, on U.S. security issues ... On April 16 he spoke on similar topics to the Youngstown (O.) Rotary Club.

Office of the Historian: **ELIZABETH BARWICK** joined the office, May 19, as a summer intern, from the University of Akron. She

will work in the Operations Staff Division until about July 18 . . . SHERRILL WELLS of the Operations Staff received a cash award for performance.

Office of Opinion Analysis and Plans: BERNARD ROSHCO, director, and ALVIN RICHMAN, senior opinion analyst, attended the annual conference of the American Association of Public Opinion Research, in St. Petersburg, Fla., May 15-18.

Office of Press Relations: ELIZABETH LANZILLO joined the Press Office, May 12, as a clerk-typist. She was formerly with the Department of Agriculture . . . PHILIP SAVITZ joined the Press Office, May 12. He is on temporary duty as a press officer. He entered the Foreign Service in March . . . DARLENE KIRK accompanied Mr. Kalb to New York, with the Secretary, for the UN Africa session . . . JOSEPH REAP has been detailed, part-time, to the Office of International Terrorism, to assist with public affairs matters.

Office of Public Communications: On May 24 CYNTHIA MILES, formerly of the Bureau of Consular Affairs, joined the Correspondence Management Division as lead clerk-typist . . . While HAROLD HELSNIS, chief of the Correspondence Management Division, was on leave, May 26-June 13, DONNA KREISBERG served as acting chief . . . JOSEPHINE BROOKS, secretary of the Editorial Division, and PHYLLIS YOUNG, Bulletin editor, received quality step increases for performance . . . CYNTHIA KRUCELYAK, formerly of the Special Projects Staff, has taken a new position in the Bureau of International Narcotic Matters.

Office of Public Programs: Secretary's coordinator JANICE SETTLE, Media Principals Division chief DAVID CARDWELL and regional programs officer FRANK FINVER advanced Mr. Shultz's appearance before the American Jewish Committee (audience: 800) at the Washington Marriott Hotel, May 15 . . . On May 16 some 400 members of the committee attended a luncheon and afternoon briefing in the Department . . . Assistant Secretaries CHESTER CROCKER, RICHARD SCHIFTER, RICHARD MURPHY, ELIOTT ABRAMS and ROZANNE RIDGWAY, along with counselor EDWARD DERWINSKI and MARK PARRIS, addressed the members, who were in Washington for their 80th annual meeting. Organization Liaison Officer ELIZABETH GIBNEY arranged the program . . . Regional Programs Division secretary SANDRA EVANS and Washington Programs Division secretary LINDA KING received cash awards for performance . . . Regional programs officer EILEEN McCORMACK was promoted to GS-11. □

Refugee Programs

JEAN PIERRE HOCKE, the new UN high commissioner for refugees, on his first visit to Washington since his election by the UN General Assembly, met with the Secretary and Under

Secretary MICHAEL ARMACOST. He also met with JAMES N. PURCELL JR., bureau director, and the deputy assistant secretaries, to discuss financial requirements in 1986 and 1987, organizational reform and the world refugee situation . . . Mr. Purcell, accompanied by JOHN A. BUCHE, acting deputy assistant secretary for international refugee assistance, met with officials of World Relief, in Chicago, regarding efforts for refugees in Honduras . . . Mr. Purcell addressed the annual forum of the American Council for Voluntary International Action, in McAfee, N.J.

ROBERT L. FUNSETH, senior deputy assistant secretary, gave the keynote address at the multistate refugee conference, "Refugee Resettlement in the Heartland of America," in St. Louis, June 4-6 . . . While in St. Louis, he had an informal Vietnamese-style dinner with a group of Amerasian children and their mothers who had been brought out of Vietnam through the UN Orderly Departure Program . . . He spent a half-day at the International Institute of St. Louis, which provides English-language and vocational training to refugees resettled in that city, through the U.S. refugee program. He was accompanied by DOUGLAS R. HUNTER, director, Office of Reception and Placement . . . Mr. Funseth discussed the refugee situation in the Sudan, in separate meetings with U.S. Ambassador HUME HORAN, refugee coordinator FRANK MOSS, Khartoum joint voluntary agency representative JOHN BUNN, and MITZI SCHROEDER of the Washington Office of the International Catholic Migration Commission, which operates in the joint voluntary agency office under bureau contract . . . Mr. Funseth met with THOMAS LAMB, chief, Division of Refugees and Migration, International Committee on Migration, and GARY MICHALACK, its budget chief, to review the organization's financial situation. Also attending these meetings were JAMES P. KELLEY, director, Office of International Organizations, and EDWARD W. GEIBEL, budget officer, Office of Program Budget . . . During the month Mr. Funseth had meetings with EL-HADG ISSAKA, chief of the resettlement service section of the UN refugee office in Geneva; SHASHI THAROOR, senior external affairs officer there; the U.S. ambassador to Somalia, PETER S. BRIDGES; FRANK PAVICH, refugee coordinator, Somalia; and LACY A. WRIGHT, refugee coordinator, Thailand.

Mr. Buche, accompanied by JUDITH J. CHAVCHAVADZE, acting director, Office of European, Near Eastern and Latin American Refugee Assistance, attended the UN Relief Works Agency donors' meeting in Vienna, and consulted with UN refugee officials in Geneva . . . Mr. Kelley attended a preliminary session of the Interaction Forum, in New Jersey . . . DONALD M. KRUMM, director, Office of Emergency Operations, visited South Africa, Mozambique, Swaziland and Malawi, to discuss the Mozambican refugee situation; he met with refugee officers, officials of host governments and officials of international and private voluntary organizations . . . Mr. Krumm also met with

LEE SMITH, refugee officer, Nairobi, and the International Committee of the Red Cross regional delegate ALAIN LENNARTZ to discuss the refugee situation in southern Sudan, the Red Cross activities there and returnees to Uganda from eastern Equatoria . . . Mr. Krumm also visited Gaborne, to review contingency planning requirements for a possible influx of South Africans to Botswana . . . WILLIAM G. GARVELINK, deputy director, Office of Emergency Operations, consulted with Honduran government, U.S. embassy and UN refugee officials in Tegucigalpa, on matters related to Salvadoran refugees . . . SHEPPIE G. ABRAMOWITZ, program officer, Office of Emergency Operations, visited the International Rescue Committee, CARE and the Lutheran Immigration and Refugee Service headquarters in New York, and attended the preliminary session of the Interaction Forum.

JOHN RATIGAN, director, Office of Asian Refugee Assistance, traveled to refugee posts in southeast Asia, where he met with refugee officers and relief and voluntary agencies representatives . . . He visited various refugee camps to obtain an update on camp conditions . . . LISA A. CARTY, program officer, was in Pakistan, Rome and Geneva, to review the U.S.-sponsored Afghan relief program . . . JERRY L. WEAVER, accompanied by DONNALYN SMITH, visited Yaounde, N'Djamena and Bangui, to develop a comprehensive picture of the situation in Chad, Cameroon and the Central African Republic; to discuss refugee-related reporting needs with concerned posts; and to obtain the impressions of host governments, UN refugee and private voluntary agency officials and other parties, on ways and means by which the U.S. Government can support repatriation . . . Mr. Hunter met with refugee group leaders in Sacramento, and attended the regional consultations in San Diego hosted by the Department of Health and Human Services' Office of Refugee Resettlement . . . THERESA L. RUSCH represented the bureau at the annual dinner given by the Hebrew Immigrant Aid Society, Inc., in New York . . . ANN MORGAN, director, Office of Refugee Training, presented a "Preparation of American Secondary Schools" video to the Children's Subcommittee of Interaction, in New York . . . PRISCILLA B. STOWE, program officer, Office of Program Budget, consulted with U.S. officials and voluntary agency representatives in Geneva and Nairobi and monitored refugee camps in Mogadishu . . . On behalf of the bureau, FRANK N. SASS of the staff of the U.S. coordinator for refugee affairs visited Bangkok and Manila, to review the development of refugee case processing software and operations at the Orderly Departure Program office . . . Refugee coordinators FRANK MOSS (Sudan), LACY A. WRIGHT (Thailand) and FRANK PAVICH (Somalia) were in Washington for consultations. ■

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Current Publications

New 'Foreign Relations' volume is released

The Department has released "Foreign Relations of the United States, 1952-1954, Volume IX, The Near and Middle East, Parts 1 and 2." This volume contains documents on U.S. policy toward the Middle East during the last year of the Truman administration and the first years of the Eisenhower-Dulles period.

The publication shows that, in a policy designed to counter possible long-term Soviet aggression, the United States in 1953 embraced a "northern tier" strategy, including Turkey, Iraq, Iran and Pakistan, which laid the foundations for the Baghdad Pact (later the Central Treaty Organization). The policy resulted from Secretary Dulles' efforts at intense personal diplomacy in the region, and from the failure to gain support for an earlier proposal for a regional defense organization centered on Egypt. The United States also perceived instability and tensions arising from anti-Western nationalism and the Arab-Israeli dispute as threats to Western interests. The United States worked actively to reduce tension between the Arabs and the Israelis, especially by seeking to ease disputes over borders, water rights and economic matters.

Elsewhere in the area, according to the volume, the United States also promoted Anglo-Egyptian negotiations for a Suez Canal base agreement, concluded following the ouster of the Egyptian monarchy, as part of its effort to protect the Western position in the region. The United States pursued its developing special relationship with Saudi Arabia, furthered stable oil arrangements and encouraged the use of oil revenues for economic development in both oil-producing and transit countries.

The volume, which comprises over 2,600 pages of previously-classified foreign affairs records, was prepared in the Office of the Historian, Bureau of Public Affairs. This official record is based upon the files of the White House, the Department and other government agencies. Documents on U.S. policy toward Iran for 1951-1954 will be released in a separate and subsequent volume of the "Foreign Relations" series, the office said.

Copies of the volume (Department of State Publication Nos. 9447 and 9448, GPO Stock No. 044-000-02115-3) may be purchased for \$45 (domestic postpaid) from Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Checks or money orders should be made out to the superintendent. The Office of the Historian has prepared a summary of the volume. For information contact John P. Glennon (202) 663-1144. □

Public affairs bureau lists offerings

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on

foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

Secretary Shultz

"U.S. Foreign Policy: Assessing Budget Priorities," Secretary Shultz, Overseas Writers Club, Washington, May 14 (Current Policy No. 836).

"Unity and Dissent: On the Community of Nations," Secretary Shultz, American Jewish Community, Washington, May 15 (Current Policy No. 835).

Africa

"South Africa: Report on the President's Executive Order," Chester A. Crocker, assistant secretary for African affairs, before the Subcommittees on Africa and on International Economic Policy and Trade, House Foreign Affairs Committee, April 9 (Current Policy No. 817).

"U.S. Assistance: Working for Positive Change in South Africa," May (Public Information Series).

Arms control

"Is Arms Control a Dead End?" Kenneth L. Adelman, director, U.S. Arms Control and Disarmament Agency, Commonwealth Club, San Francisco, May 16 (Current Policy No. 837).

"The Impact of SDI on U.S.-Soviet Relations," Paul H. Nitze, special adviser to the President and Secretary on arms control matters, American Enterprise Institute-National Defense University seminar on "The Security Implications of SDI," Washington, April 29 (Current Policy No. 830).

Department of State

"The U.S. Foreign Service in a Year of Challenges," Ronald I. Spiers, under secretary for management, State Department's 21st annual Foreign Service Day, Washington, May 2 (Current Policy No. 831).

East Asia and Pacific affairs

"U.S. Assistance to the Philippines," John C. Monjo, deputy assistant secretary for East Asian and Pacific Affairs, Subcommittee on Asian and Pacific Affairs, House Foreign Affairs Committee, May 15 (Current Policy No. 834).

"U.S.-Japan Economic Relations: The Tokyo Summit and Beyond," Allen Wallis, under secretary for economic affairs, U.S.-Japan economic agenda meeting, Washington, April 23 (Current Policy No. 826).

"Prospects for Continuing Democratization in Korea," Gaston J. Sigur Jr., assistant secretary for East Asian and Pacific Affairs, Subcommittee on Asian and Pacific Affairs, House Foreign Affairs Committee, April 16 (Current Policy No. 829).

Foreign aid

"U.S. Foreign Policy: Assessing Budget Priorities," Secretary Shultz, Overseas Writers Club, Washington, May 14 (Current Policy No. 836).

General foreign policy

"Regional Security, Collective Security and American Security," John M. Poindexter, assistant to the President for national security affairs, 1986 Armed Forces Day dinner, sponsored by the National Defense Committee and the Indianapolis Chamber of Commerce, Indianapolis, May 16 (Current Policy No. 838).

"Unity and Dissent: On the Community of Nations," Secretary Shultz, American Jewish Community, Washington, May 15 (Current Policy No. 835).

"National Security: In Defense of Something of Value," John C. Whitehead, deputy secretary of state, Business Council, Hot Springs, Va., May 9 (Current Policy No. 833).

Inter-American affairs

"U.S. Policy on Central America: The Need for Consensus," James H. Michel, deputy assistant secretary for inter-American affairs, for the "Great Decisions" series, Fayetteville, N.C., April 17 (Current Policy No. 828).

International economics

"Promoting Economic Growth in the Developing World," John C. Whitehead, deputy secretary of state, ministerial meeting of the organization for Economic Cooperation and Development, Paris, April 17 (Current Policy No. 827).

Science and technology

"Current Developments in U.S. Oceans Policy," John D. Negroponce, assistant secretary for oceans and international environmental and scientific affairs, 10th annual seminar sponsored by the Center for Oceans Law and Policy, Southampton, Bermuda, March 14 (Current Policy No. 819).

Terrorism

"The War Powers Resolution and Antiterrorist Operations," Abraham D. Sofaer, Department legal adviser, Subcommittee on Arms Control, International Security and Science, House Foreign Affairs Committee, April 29 (Current Policy No. 832).

U.S.-Soviet affairs

"The impact of SDI on U.S.-Soviet Relations," Paul H. Nitze, special adviser on arms control matters, American Enterprise Institute-National Defense University seminar on "The Security Implications of SDI," Washington, April 29 (Current Policy No. 830).

Background Notes

Costa Rica (5/86).
Seychelles (4/86). ■

Letters to the Editor

—(Continued from Page 1)

all employees feel they are being rated fairly for their efforts—and not for anything else. This is a very important subject for the majority.

Sincerely,
RUDOLPH R. GARCIA
Communications rover, Africa □

Help for junior officers

WEST HARTFORD, CONN.

DEAR SIR:

Sarah L. Nathness' article "Forget Their 'Water-Walking'—Just Don't Let Them Sink" (May issue) is a real gem and should be required reading for all supervisors, especially those entrusted with the development, training and rating of nontenured officers.

Her opinion that the road to tenure is a "crapshoot" is supported by my experiences. While officers who were not "water-walkers" but showed potential for solid achievement and promotion in a normal career pattern have been canned, others who only charitably received a "very good" rating have been tenured. As she describes, this is a two-way street, and a large portion of the blame must be borne by supervisors.

This problem is of importance and particularly acute in the consular cone, where a large percentage of nontenured officers serve at least part of their first tour. Right out of training, often on their first extended stay in a foreign country, trying to deal with a strange environment and adapt to an alien culture, officers are thrown into the breach. The wonder is not that some fail, but that many make it. However, most of them cannot wait for the minute, when having served their time on the visa line, they can move on to other sections of the embassy where, while the hours may be long and the load heavy, at least they feel more like professionals, doing the type of work for which they came into the Service.

Ms. Nathness rightly points out that there is a lot supervisors can do. To her tips, I would like to add a few of my own. First, they can treat the recently-arrived officers with respect

Transfer Tremors by ebp

I was transferred to AMMAN; JORDAN-Marsh fitted me out for the trip.
I was transferred to NAIROBI; after some toKEN YAmmering, I went happily.
I was transferred to BAMAKO; some aniMAL Instinct told me it would be a good tour. □

and, as colleagues, lend a helping hand; second, supervisors must provide continuous feedback both on excellent and poor performance; third, supervisors should communicate with junior officers both about their work at the office and their aspirations, ideas, etc.; fourth, it helps if supervisors make a list of special projects, studies, supervisory responsibilities, etc., and suggest that each of the junior officers choose one as a special project. Also, supervisors should learn to *delegate* authority, staying in the background ready to offer support and assistance when needed or asked. Lastly, both the rating and the rated officer should keep files where they can put letters of complaint and praise, copies of memos or cables, records of conversations between the two officers, and other similar material. When evaluation time rolls around, the two files, taken together, can provide numerous examples of performance, potential and skills, which will make the report a meaningful one. These techniques, which I have learned from some superb supervisors with whom I worked, produce equally excellent results for officers and for Foreign Service nationals.

At my last post, a large visa mill, I must have worked with at least 40 officers in three years. Most were nontenured junior officers. It was not easy, and I spent at least 25% of my time in counseling, assisting, cajoling and bringing forth the best in each one of them. But it was worthwhile. I made many friends, with whom I still correspond, and got a special thrill when one of them got tenured.

It is a lot of continuous work and care, but it can be done.

Sincerely yours,
LUCIANO MANGIAFICO
Una Chapman Cox grantee □

For 'capital punishment'

WASHINGTON

DEAR SIR:

A couple of months ago somebody suggested you kill "Transfer Tremors." I heartily endorse the suggestion. Whatever possibilities for wit, humor or whatever the hell else you want to call it have long since been exhausted. Please put this miserable column out of its misery.

Sincerely,
GEORGE SCANLON
Consular Affairs, Overseas Citizens
Services □

'Disgusting'

ROME, ITALY

DEAR SIR:

I am not prone to writing letters to the editor, but after reading a number of articles in STATE concerning alcoholics in the Foreign Service, and alcoholism in general, I feel compelled to write and express my abomination.

I now find it nauseating reading the tales and woes of Foreign Service personnel whose thirst for alcohol results in the complete deterioration of relationship with one's spouse and other family members.

Add to this the unacceptable behavior of the Foreign Service officer outside the office when ladies of the night became his constant companions, and bar brawls no strangers. Not to mention the individual whose lunches stretched into hours, sometimes lasting all afternoon.

But what I find extremely aggra-

Editor's note

To "Retiree": Your letter on the press corps will not be published. STATE, as a matter of policy, does not print anonymous contributions. □

vating and utterly disgusting is that some of these individuals are promoted and receive another overseas assignment one year after taking the cure.

Do not get me wrong, I sympathize with anyone doing battle with alcoholism. However, to promote an individual one year after he/she stopped drinking, and ignore the damage done to the reputation of the Service, possible damage from a security standpoint as well, certainly leaves a lot to be desired.

I am very perplexed by management's recognition of these individuals while it neglects those employees who maintain their self-control and perform in an excellent manner.

Sincerely,
LOUIS TORNAVACCA □

Objection-I

JAKARTA, INDONESIA

DEAR SIR:

Your May issue's description of William J. Calkins as a "rookie communicator" was insensitive, tasteless and totally inappropriate under the circumstances.

Mr. Calkins may have been on his first overseas assignment. He was also a Foreign Service professional at a hazardous post, and hardly merits the derogatory connotations of the word "rookie." Such slang may have its place in descriptions of award ceremonies or in captions for "Post of the Month." It has no place in reporting on the victims of terrorism.

Such offensive writing might have been avoided if STATE's editorial staff would reflect on how they would like their own victimization reported.

Sincerely,
RICHARD H. SMYTH □

Objection-II

JERUSALEM

DEAR SIR:

Your reference to William J. Calkins as a "rookie communicator" in the May issue offended me. It was insensitive and unnecessary. Sadly, it reflects the attitude of some Foreign Service personnel towards communicators. I do not believe there is one junior Foreign

Service officer that would want to be referred to as a "rookie officer," nor the writer of the article, who is obviously a "rookie journalist."

Sincerely,
ROSEMARIE GREENE
Wife of a communicator

The editor apologizes for using a word that some regard as offensive, under the circumstances. While the dictionary supports use of the word, the fact is that another word would have been chosen had it been known that some would object. □

Hark! A poet reports!

MANAGUA, NICARAGUA

DEAR SIR:

*Well, I'll be damned! I do believe
The Open Forum's laughed up its
sleeve
And passed to STATE ("Reporting":
April)
An idea of merit which seemingly we
will
With our reporting have to interweave.*



*Politico-military analytical poetry,
Rife with its iambic complexity,
Will assist us to understand far better
Than normal report, telegram or letter
The intricacies of diplomacy.*

*Let us gaze at our crystal ball
To see where such thoughts might lead
us all.*

Tom Brokaw, perchance, on the evening news:

"From Foggy Bottom, the State De-

*partment muse
Today announced a new staffing law.*

*Poet laureates will be sent to embassies
And to all consular posts overseas,
Or an econ officer might cable
Concerning items for the consumer's
table
(Rice or beef or bananas or coffee):*

*"I think Sandinistas shall never see
A quintal of beans from their coffee
trees,
The Contras have pledged to interdict
harvests,
Causing Managua's government great
distress.
Only time will tell what's to be."*

*Cables, of course, will be harder to
frame.
You'll have to find rhymes for ambas-
sadors' names.
And AMEMBASSY BLANK? No.
BLANK AMEMBASSY,
Assuming it must rhyme with
SECSTATE WASHDC.
And if it doesn't? Well, CPU's to
blame.*

*And pity poor CLOs as they ponder on
it:
Are welcome letters sextuplets or
sonnets?
Can budget officers write in free verse?
Is the poetic dip note sufficiently terse
To express the outrage of the bee in
State's bonnet?*

*The author you published in your April
tabloid
Presented his concepts in a manner
most ribald.
My thanks to STATE for its light-hearted
jest.*

*(Thanks I have expressed in poesy lest
My next promotion be placed on hold.)*

Sincerely,
PETER A. SIEGWALD □

Reply from 'the ladies'

WASHINGTON

DEAR SIR:

In answer to John Grimes' observations about the Foreign Service Asso-

ciates Program (FSA) (STATE, April), "the ladies," to use Mr. Grimes' language, would like to make some observations as well.

1. First to be scuttled is the notion that the FSA program is a "job creation" program. Many of the positions mentioned by posts are jobs presently vacant or filled by contractors (at, I may add, significantly higher salary levels than those proposed by FSA.) In light of the Department's desire to reduce American presence overseas in response to terrorism, can we afford *not* to "double up," if a spouse with appropriate skills is already at post? In purely financial terms, the FSA program will result in significant savings for the Government both in terms of salaries paid and in terms of officer retention.

Second, do the "privileges" of an "already privileged group," as Mr. Grimes terms us, include, in an era when the majority of American women with children are in the workforce, an inability even to compete for jobs for which we are qualified? The privilege we do have is the opportunity to represent today's American society abroad. We have talents, skills and educations. Today's American woman puts those things to work.

2. No jobs will be "reserved" for spouses who are unqualified, and no FSA will supervise an FSO. Certification standards will be rigorous; FSA will not dilute the professionalism of the Foreign Service; on the contrary, it will free officers to attend to duties *only* they can perform, and broaden the range of junior officers' experience.

3. The FSA program is designed not to compete with the Foreign Service staff. Again, vice consul positions will not be "reserved" for spouses.

4. The last point raised by Mr. Grimes is indeed ideal for "PR flack," in his term. Raise the question of allowances, and everyone quakes in his boots, rushing to bludgeon to death whatever bogey rises up to threaten them. But in this case, thinking FSA the bogey is specious. Husbands and wives in the United States are consid-

We take a break

In keeping with STATE's annual practice, there will be no August issue. There will be an August/September issue, with an August 8 copy deadline. Please double-space contributions and spell out all acronyms. □

ered family units by the Internal Revenue Service, and are considered as such for purposes of "dependency" by the Department of State, whether or not both spouses earn an income. (Incidentally, I'd like Mr. Grimes to introduce me to those spouses earning more than their sponsoring employee husbands while overseas. While the idea may seem threatening to him, it strikes me as a situation that the employee spouse would relish, as it probably helps put his kids through college. It also strikes me as a pipe dream. I have known some (few) *male* spouses in this enviable situation but no females.)

It is very easy to use the FSA program as a scapegoat for what some may see as the ill winds of change blowing toward the Department. But for the majority of spouses who wish the option to compete for meaningful employment, and for their employee spouses who wish to see them fulfilled and financially contributing members of the household, the Foreign Service Associates Program is a breath of fresh air.

DAGMAR PAINTER
Association of American
Foreign Service Women □

Op Center: more memories

CHEVY CHASE, MD.
DEAR SIR:

I greatly enjoyed the articles by Bill Harbin and Marie Connolly on the 25th anniversary of the Operations Center (May issue). The following additional details may be of interest.

First, I want to thank Marie for trying, but I was not "later our ambassador to the Soviet Union." I did have the great pleasure of serving as chief of mission in Warsaw. Marie's memory may have been misled by the fact that I

left the Operations Center only five weeks after it had been established, to proceed to a posting as political officer in Moscow.

The center's first assignment was to form an interdepartmental task force on Cuba, to make policy recommendations to the White House in the light of the Bay of Pigs. Because the center was set up immediately after that disaster and because its first task force dealt with its consequences, the institutional memory of those now working there is, understandably, that the Bay of Pigs was the cause and the Operations Center the effect.

My own memory—as fallible as anyone else's—is that the initial impetus for the setting-up of the center occurred in January 1961, following the hijacking in the Caribbean of the Portuguese cruise ship *Santa Maria*, on which a number of American citizens were passengers. During the search for the *Santa Maria* in the last days of January, President Kennedy telephoned the Department's Venezuelan desk after working hours one evening, and no one was there to answer the phone. As a consequence of the President's annoyance, the counselor of the Department, Ambassador Theodore C. Achilles, drafted a proposal for setting up an office that, like its counterparts in the uniformed services, would operate 24 hours a day and provide a central contact point in the Department for other agencies of the Government and for the public. The purpose of having watch officers spend the night in the center was to ensure that "never again would the President telephone the Department and not get an answer," as I remember Ted Achilles telling the initial draft of officers, John Stutesman, Galen Stone and myself.

At the time, there was much apprehension among our colleagues in the Department, particularly in the geographic bureaus, about the effect of the Center upon their territorial prerogatives. Some said it would become a "super-bureau," others that it would monopolize the Department's current operational responsibilities and "reduce

the geographic bureaus to mere adjuncts of the Policy Planning Staff." It was perhaps as a result of these fears that the early staff of the center became known in the corridors as "Achilles' heels."

When the Cuban Task Force was formed, Ted Achilles told me to go down to the Bureau of American Republic Affairs and "get the files on the Bay of Pigs." I presented myself to acting assistant secretary Wymberley DeR. Coerr and dutifully asked for the files on the Bay of Pigs. Without a word, Wym Coerr led me into the office of the bureau's public affairs adviser and pointed to a long table, heaped with back issues of the Miami Herald. When I tried to explain that Ambassador Achilles wanted the official, classified files, Wym Coerr grimly interrupted to say that there was not one official piece of paper in the bureau on the Bay of Pigs invasion, its planning, execution or failure. "Everything we know about it is here," he said, patting the piles of Heralds.

In the left background of the pic-

ture of President Johnson visiting the center, on page 17, is Jim Fazio, an administrative assistant who was, I think, the fourth person to be recruited to the staff. It was Jim whom John Stutesman sent down to Kann's department store to buy a double-decker bunk bed for the watch officers. A day or two later, Jim reported that he had purchased the bed and set it up in the back room that also housed the secure White House phone. John took Galen Stone and me back to look at it. The bed turned out to be a very nice and solid piece of rock-maple furniture, covered with blue blankets and tufted chenille bedspreads, which had little pompoms hanging down around the sides. Conscious of the interagency character of the Operations Center, John Stutesman went white and said, very quietly, to Jim: "Take it back. Get one of those cast-iron or spring-steel things that bolt together, the kind they use in the Army, and get some Army blankets, olive-drab." Jim asked: "No bedspreads?" John said: "No bedspreads! We'll use the Army blankets as

bedspreads."

Jim Fazio was a pillar of the Operations Center during those early years. He later went over to the White House and helped set up and run the crisis center there.

Finally, in behalf of the early watch officers, a word of thanks should be directed towards the staff in the information management section of the Executive Secretariat. In those early months, there was no water in the Operations Center area and, consequently, no water closet. The first person into the information section in the morning came by and rang the bell, quite literally to relieve the watch officer and sit by the White House phone until the watch officer returned. I think in particular of Paul M. Washington, who has since assumed positions in the Department (and in the credit union) of constantly increasing responsibility, the sight of whom in the morning during the spring of 1961 was invariably one for sore eyes.

Sincerely,
R. T. DAVIES, FSO (ret.) ■



Daily trading scene on the second floor.

'Mr. Foreign Service'

2 glimpses of Loy W. Henderson

(a) As life ebbed; (b) earlier, as his career ended

Loy W. Henderson, the retired career ambassador who was 93 when he died recently, is recalled here by two men who knew him. The first author is a Foreign Service officer who worked at USIA. The second is the retired senior staff consultant of the House Committee on Foreign Affairs.

BY BART N. STEPHENS

APARTMENT 732 was at the end of a dimly-lit corridor. Loy Henderson, the long-time resident of 732, was expecting me. The receptionist on the ground floor had confirmed that.

After knocking vainly on his door for some moments, I entered the unlocked apartment, calling out as I went from room to room. I found the aged career ambassador seated at his desk in his study, engrossed in a thick reference volume.

When he saw me standing in the doorway, he was startled and closed the book. He had been looking up some information, he explained, and had forgotten the time. He rose slowly and moved out to the small hall, where he selected a cane from among several in an umbrella stand. We went into the living room where he pointed out a chair to me and settled into an upholstered armchair, propping his feet up on a stool.

Framed photographs of Truman, Eisenhower, Marshall, Acheson, Herter and other officials from past administrations covered one wall. A Presidential Award hung in a place of honor.

I had conceived the idea several months earlier of doing some research on the career and life of the late Ambassador George V. Allen. I had dug into the National Archives and read other sources and documents, but I wanted to talk with several of Mr. Allen's contemporaries. Mr. Henderson was one diplomat I particularly wanted to meet.



Ambassador Henderson

The more I had thought of interviewing "Mr. Foreign Service," who was then 92 and in somewhat precarious health, the more I had begun to reconsider what obviously was a foolhardy plan. Ambassador Armin Meyer, who knew of my project, encouraged me, however, saying:

"Loy would welcome the

company."

In spite of Mr. Meyer's reassurances, I began the interview a little nervously, as I repeated to Mr. Henderson what I had told him over the telephone about the purpose of my visit. He stared at me blankly, and I stopped. My words didn't seem to register at all. Then he suddenly held up

his hand.

"Sorry," he said. "I can't hear you! I've forgotten my hearing aid! Wait here."

I helped him up. He took his cane and made his way slowly back to the study and returned, the hearing device firmly secured in his ear. "Now," he said, "go ahead."

For an hour I sat with this remarkable, frail old man, who apologized from time to time for the infirmities of his old age, but whose mind remained bright and sharp. His thoughts moved easily from the first world war to yesterday's news and back. Certainly a man of character, grit and principle! And he was full of surprises.

At the outset I had mentioned that my interest in George Allen stemmed from our common devotion to Duke University, where we had both been graduated.

"And from Harvard University, too," Mr. Henderson said.

My jaw dropped slightly. "How did you know that?" I said.

"I was looking you and George up when you came in," he replied. The interviewer had become the investigated! The retired career ambassador was not too old or lacking in curiosity to brief himself on the background of this stranger. But then professionals do prepare for meetings.

"George Allen," he said and paused. "A highly intelligent and likable person. He filled every job he ever held in an exemplary way. I greatly respected and admired him. Some great ambassadors say: 'I am a great ambassador!' Other great ambassadors such as George don't say that, don't need to say that. There was no swagger about George Allen. In Iran he turned things around. He encouraged and supported the pro-American Iranians until they gained control."

I was prepared to ask another question about Mr. Allen, when Mr. Henderson's thoughts took him back to his early life and his own career. "You know," he said, "my father was a Methodist minister. I came from the Midwest. After school I joined the Red

Cross in Europe during the first world war and came to know the Foreign Service and decided to make it my profession. But I entered the consular corps because I did not have the private income to become a diplomat. I was posted to the Soviet Union several times and was once chargé. I had wanted to study Russian but was told I was too old for that sort of training. After that disappointment I always stressed the importance of languages, and particularly pushed language training when I became deputy under secretary. I was transferred out of Russia and then to Iraq as minister because I was considered too anticommunist."

I brought the conversation back to Mr. Allen, his personality and character. I mentioned coming across in the Archives the exchange of telegrams when Mr. Allen, then ambassador to Tehran, had been offered the job of assistant secretary of state for public affairs, at a time when the Department's overseas information and cultural programs were in need of strong and effective leadership. (This was before the creation of USIA.) Mr. Allen had replied in a secret cable to Under Secretary Lovett that he felt great doubts regarding his competence and experience for the position. Mr. Allen had been engaged in purely diplomatic or consular work during his career.* How did the ambassador view Mr. Allen's reaction?

"I understand it perfectly," Mr. Henderson said. "I found myself in a similar situation. When I was offered the job of deputy under secretary of state for administration by the Secretary, a meeting was scheduled with President Eisenhower. When I arrived at the White House and was seated with the President in his office, I told him I doubted my qualifications for the job were adequate, that I had had at most in my career two months' experience in administrative work.

"The President then stood up and

*Mr. Allen served twice as the head of America's overseas public affair programs, first as assistant secretary for public affairs, then as director of USIA.

so did I. 'What sort of code do you have in the Foreign Service?' the President asked. 'When you are offered a job in the Foreign Service, what do you say? In the military we say: "Thank you, sir." Ambassador Henderson, I am offering you the job of deputy under secretary of state for administration!'"

Mr. Henderson laughed. He said that he had then straightened his shoulders and replied: "Thank you, Mr. President!"

The top administrative position in the Department was a thankless job, he continued, recalling his tour in the center of the personnel storm during a period of reform. Sometimes, he said, the Foreign Service thinks of what's good for the Foreign Service, not what's good for the country.

The politicizing of the Foreign Service upset Mr. Henderson even more. He was scandalized by the recent actions of a senator running for reelection. The senator had rounded up a dozen or so noncareer ambassadors to publicly support him. "That's improper. I deplore it," he said. "You get my point? But I shouldn't talk about this. It's bad for my health." His hand trembled.

The hour was up, and I knew I should leave. I had learned as much about Mr. Henderson as I had about Mr. Allen. Perhaps the reliving of old times, the recalling of only policy decisions and thinking about the state of the Foreign Service were too much for the former ambassador. He insisted, however, that I stay. "Your work in USIA is vital," he said. "Cultural and information programs create an important 'aura' in which foreign policy can operate. You get my point?" he said, using the phrase again.

"I don't go out often," he said. "You know I was invited out to Thanksgiving dinner and I accepted, but at the last minute I declined. I didn't feel up to it."

When I finally stood up to leave, I urged him to remain seated. "It's too difficult to get up," he said. "My nurse will be here soon, at 5 o'clock."



Loy Henderson in 1964, addressing newly-promoted Foreign Service officers.

I took his thin hand, said goodbye and thanked him for his kindness and help. He looked up at me. "I'm able to speak about anything," he said, "but have difficulty in answering specific questions." Then he added: "I don't make any serious decisions now."

I walked by the photographs of the presidents and secretaries of state Loy Henderson had served with distinction, and out the apartment door, closing it behind me. □

* * *

BY ALBERT C. F. WESTPHAL

MAY I ADD a footnote to the obituary in the May issue concerning Loy Henderson.

When Ambassador Henderson took over the responsibilities of deputy under secretary for administration in 1954, both the Department and the Foreign Service were in the doldrums as a result of the McCarthy era. His task was made more difficult by the attention he had to give to the Wristonization program, which was not regarded as a morale booster by the Foreign Service. He now was devoting

his considerable energies and talent to improving the lot of the Foreign Service through legislative improvements in the Foreign Service Act that had been adopted in 1946.

In my capacity as a congressional staffer I worked with him throughout his tenure. Members of the subcommittee and the committee welcomed his frank and thoughtful testimony. He was always available to meet with them either individually or in committee.

It was during the latter part of the 1950s that he reached the mandatory retirement age of 65 for career ambassadors and ministers except when the Secretary determined that an emergency existed. Included in the last bill in 1960 that the Department sent up to amend the 1946 act was a proposal to permit career ambassadors and ministers to remain in the Service beyond age 65, for a period not to exceed five years, when the Secretary determined it to be in the public interest. Testifying before the subcommittee, Mr. Henderson made clear that the language would not apply to him; it was not retroactive. This was the first time the

members learned that "Mr. Foreign Service" was "Mr. ex-Foreign Service."

After the lengthy hearings on the measure were completed, the subcommittee members unanimously concluded that "something should be done for Loy—he has worked so hard with us; we owe him something." I suggested that maybe we could reinstate him in the Foreign Service, thus giving him additional years for computing his retirement benefits. This suggestion was agreed to. In cooperation with the Legal Adviser's Office, the following language was drafted and subcommittee members unanimously adopted it:

"Any person who occupies a position in the Department of State to which he was appointed by the President, by and with the advice and consent of the Senate, at the time that he was an active Foreign Service officer, and who while holding this position has retired for age as a Foreign Service officer, and who on the effective date of this section, continues to hold such position is hereby reinstated, effective as of the date of such retirement, to active status as a Foreign Service officer and shall be entitled to all the provisions of the Foreign Service Act of 1946, as amended, as though he had never retired."

Only Loy Henderson met all these requirements.

I made this Section 53 of a bill that contained 56 sections, knowing that no member would read that far in a complicated bill. The report accompanying the bill simply paraphrased the text. It gave no indication why the section was needed or to whom it applied. At no time that the bill was under consideration in the Congress did anyone ask for an explanation.

When I showed Mr. Henderson the language, he was upset. "I'm not asking anything for myself and I don't want it." I replied: "Loy, the committee has already approved the bill. Do you want to argue with the committee?"

Public Law 86-723 contains this small tribute to Loy Henderson from Congress for a job well done. ■

Obituaries

William N. Poindexter Jr., 50, a supervisory management representative in the Bureau of Consular Affairs' general services branch, died of cancer on June 1 at Holy Cross Hospital.



Assigned to the bureau when he joined the Department in 1960, Mr. Poindexter was a clerk and file supervisor in the Passport Office's administrative division. In 1974 he became an inventory management specialist in the general services branch.

Mr. Poindexter was a native of Washington. From 1953-57, he served in the Air Force. He worked as a file clerk for the Public Housing Administration, 1958-60. Survivors include his wife, a son, a daughter, his mother, a sister and a brother. □

Dirk Gleysteen, 56, a Foreign Service officer who was appointed director of southern European affairs in 1982, died of a brain tumor at his home in Washington on May 30.



Mr. Gleysteen was born in Peking, China, where his parents were missionaries. He was graduated from Yale, then served in the Army, 1951-53. Joining the Foreign Service in 1954, he was an intelligence research specialist until 1956, when he was assigned to Paramaribo as a consular officer. Subsequent assignments were to Alexandria and Stuttgart as an economic officer; to Berlin as a political officer; and to the U.S. Naval Academy in Annapolis as a faculty member.

Returning to Washington in 1968, he was deputy director, then director, of the Executive Secretariat Staff. After

attending the Royal College of Defense Studies in London, he was appointed political officer there. Mr. Gleysteen was political counselor in Tel Aviv, 1974-75; a Foreign Service inspector, 1976-79; a congressional relations officer, 1979-80; and political counselor at the U.S. mission to the United Nations, in New York, 1981-82.

Survivors include his wife, two daughters, a son, two grandchildren, two sisters, and two brothers, William and Culver, who are former Foreign Service officers. The family suggests contributions to Yale University or the American Cancer Society. □

Chester Bowles, 85, a former ambassador who was also a U.S. congressman and governor of Connecticut, died after a stroke on May 25 at his home in Essex, Conn. He had Parkinson's disease.



Mr. Bowles served as envoy to India and Nepal, 1951-53, and again as ambassador to India, 1963-69. He was under secretary of state during the first 11 months of the Kennedy administration, and was appointed special representative and adviser on African, Asian and Latin American affairs in 1961.

Beginning his public service during World War II, Mr. Bowles was federal price administrator under President Roosevelt, and director of economic stabilization under President Truman. After serving as special assistant to the secretary general of the United Nations, he was elected governor of Connecticut in 1949. From 1958-60, he was on the House Foreign Affairs Committee.

Born in Springfield, Mass., Mr. Bowles was graduated from Yale in 1924. The cofounder of the Benton & Bowles advertising company, he was board chairman, 1936-41. He was the author of several books, including one

on his first tour in India. Survivors include his wife, five children, 13 grandchildren and five great-grandchildren. □

John W. MacDonald Jr., 57, who was political officer in Kinshasha before his retirement from the Foreign Service in January of this year, died on May 19. He joined the Service in 1955 and held assignments in Zurich, Paris, Tangier, Tripoli, Hargeisa, Mogadicio, Tunis and Washington until 1974.

Mr. MacDonald then was assigned as deputy chief of mission and counselor in Conakry. From 1976 until 1979, he was international relations officer in the Department. From 1979 to 1983 he was counselor for international organization and political affairs at the U.S. mission in Geneva.

He was born in New York, and received a bachelor's from Cornell in 1950. From 1951 to 1955 he was an assistant in the university's department of government. He became a member of the Senior Foreign Service, class of counselor, in 1981. Survivors include his wife and two sons. □

Seymour Levenson, 66, who held many management positions in the Department and overseas before his retirement from the Foreign Service in June 1976, was killed in an auto accident on the Capital Beltway, April 7, while enroute to his home.

Mr. Levenson joined the Service in 1945 and held assignments in Marseilles, Washington, Nanking, Athens, Brussels and Monrovia until 1961. He was assigned as a Foreign Service inspector that year. He was executive director, Bureau of Security and Consular Affairs, 1962-65. After study at the Industrial College of the Armed Forces, he became deputy chief, Field Support Operations Division, in 1966. He later held assignments as counselor for administration, Caracas, 1967-70; as management analyst, 1971; and acting director, then director, Management Systems Staff. At the time of his death he was serving as assistant professor, Capital Institute of Technology.

Mr. Levenson was born in New York and received a bachelor's in business administration from the City College of New York. He served overseas with the Army during World War II. Survivors include his wife. □

James J. Byrnes, 68, who was deputy director for management at the Foreign Service Institute, from 1965 until he retired in 1974, died of cardiac arrest at Alexandria Hospital on May 19.

Joining the Department in 1946, he served as administrative officer, then executive officer, in the Division of International Security Affairs. After a detail to Harvard, he was assigned to Paris as economic officer. He was appointed deputy director of the executive staff in the Office of the Under Secretary for Economic Affairs in 1957. Subsequent assignments were to the Executive Secretariat as executive officer, and to Ottawa as administrative officer.

Mr. Byrnes was born in Philadelphia. He earned bachelor's degrees at the Benjamin Franklin and Georgetown Universities, and completed a master's at Harvard in 1956. From 1939-46, he was a class investigator at the Civil Service Commission. Survivors include his wife, two sons, a sister and four grandchildren. □

Thomas P. Dillon, 69, a Foreign Service officer who was director of the Policy Plans and Guidance Staff from 1963 until he retired in 1966, died on May 15.

Beginning his career in 1941, he was vice consul in Toronto, third secretary and vice consul in Moscow, second secretary and vice consul in Warsaw and Bern, first secretary and consular officer in Reykjavik, consular officer in Hong Kong and counselor in Prague. He was detailed to the National War College in 1955 and again in 1961 as director of the Department of Political Affairs. In 1945 he was assigned to England, where he performed liaison with the government-in-exile of Poland.

Mr. Dillon was born in

Wisconsin. He earned a bachelor's and master's at the University of Pittsburgh, and completed a second master's at Harvard. Survivors include his wife, three daughters and two sons. □

Thomas M. Gaffney, 67, a security officer who retired in 1973 after an assignment to the arms control talks in Geneva, died on May 8 at the Maine Medical Center in Portland.

Born in Danvers, Mass., Mr. Gaffney was graduated from Harvard in 1941. He served in the Army during World War II, then the Korean conflict, and received three Bronze Stars and a Purple Heart. Joining the Foreign Service in 1953, he was assigned to Bangkok, Paris, Rome, Saigon and London. From 1965-67, he worked in the Office of Security.

Survivors include his wife, two sons, two brothers and two sisters. □

Valerie A. Kennedy, 83, a Foreign Service employee who retired in 1965, died on April 28.

Joining the Service in 1943, Ms. Kennedy was a clerk in Bogota, San Salvador, Nassau, Havana and Brussels. Other assignments included Montreal, Mexico and Rome, as a mail and records supervisor; and Cairo as a communications supervisor.

Ms. Kennedy was born in Rochester, Minn. Survivors include a sister. □

Lewis M. Lind, 78, a retired economic officer who served in New Delhi and Zurich, died of cardiac arrest on May 1 at a nursing home in Santa Fe, N.M.

Joining the Department in 1950, he was assigned to the Bureau of German Affairs as an international economist and chief of the trade branch. From 1959-61, he was detailed to the Department of Commerce. He retired in 1964.

Mr. Lind was born in Cleveland. He was graduated from Yale in 1929. Other Government employment included posts at the National Recovery

Administration, 1933-35; the Bureau of Foreign and Domestic Commerce, 1935-42; the Foreign Economic Administration, 1942-44; and the Department of the Army, 1948-49. Survivors include a son, a daughter, three grandchildren, a brother and his stepmother. □

Bert S. Fielden, 72, who held management and public affairs positions with State and USIA before his retirement from the Foreign Service in August 1974, died on June 3. He had held assignments as press officer in Berlin; press and film officer in Bremen; and as a press officer with the Department of the Army until 1950; when he joined the Foreign Service.

Mr. Fielden was assigned as general manager of the Wiener Kurier in Vienna. He later was general manager of a radio network. He served with USIA in Berlin as deputy director for administration, Radio in the American Sector, 1957-58. He was a foreign affairs officer with USIA, and agency executive officer in Rio de Janeiro, Paris and Mexico until his retirement.

His survivors include his wife and two daughters. □

Hilliard Roderick, 63, a former Foreign Service Reserve officer who was a nuclear physicist and former director of the environment directorate of the Paris-based Organization for Economic Cooperation and Development, died of cancer on May 25 at Georgetown University Hospital.

He headed the directorate from 1971 to 1978. He is survived by his wife, science journalist Ulla Magnusson. Contributions in his memory may be made to the Hilliard Roderick Foundation for the Prevention of Inadvertent Nuclear War, 3916 Georgetown Court N.W., Washington, D.C. 20007. ■

It makes good sense to join the Payroll Savings Plan. But do it now, before bills pile up, medical emergencies occur, college tuition goes up again, or car repairs knock your family budget out of synch. Buy U.S. bonds. □

Library Booklist

East Africa

Part I

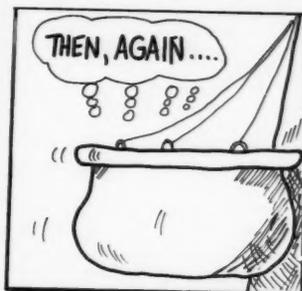
General

- BEREKET H. SELASSIE. *Conflict and Intervention in the Horn of Africa*. New York, Monthly Review Press, 1980. 211 p. DT367.8.B47
- CASIMATI, NINA. *Guide to East Africa: Kenya, Tanzania, and the Seychelles*. 2nd ed. London, Travelaid, 1985. 191 p. DT365.17.C37 1985 Ref.
- DARCH, COLIN. *A Soviet View of Africa: an Annotated Bibliography on Ethiopia, Somalia and Djibouti*. Boston, G. K. Hall, 1980. 200 p. Z3521.D37
- DOUGHERTY, JAMES E. *The Horn of Africa: a Map of Political-Strategic Conflict*. Cambridge, MA, Inst. for Foreign Policy Analysis, 1982. 74 p. DT367.8.D68
- LEWIS, J. M. *Nationalism and Self-Determination in the Horn of Africa*. London, Ithaca Press, 1983. 226 p. DT367.8.N38
- MOHIDDIN, AHMED. *African Socialism in Two Countries*. Totowa, NJ, Barnes and Noble, 1981. 231 p. HX446.S.A6M63 (Kenya and Tanzania are the countries.)
- POTHOLM, CHRISTIAN P. and RICHARD A. FREDLAND, eds. *Integration and Disintegration in East Africa*. Washington, University Press of America, 1980. 219 p. HC860.I57 (On the East African community.)
- NABUDERE, D. WADADA. *Imperialism in East Africa*. London, Zed, 1981. 2 vols. HC860.N32
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